

SCHOOL OR SCHOOL-BASED PROGRAM EMPLOYEE WITH A SINCERE RELIGIOUS OBJECTION TO OBTAINING A COVID-19 VACCINATION

*This information is provided merely as a courtesy and is not intended to provide legal information or advice to any person or entity. The information provided herein should not be used except in conjunction with the individualized advice of legal counsel familiar with the user's specific situation. This is a fluid and rapidly changing area of the law, and, therefore, the accuracy of the information contained herein should always be verified by independent research.

*This information is provided as an example only; any part of this letter that does not represent your sincere religious beliefs should be deleted or amended to reflect your sincerely held beliefs.

Federal and State law provide avenues for you to seek an accommodation for your sincerely held religious beliefs. For example, 42 U.S.C. § 2000e(j) ("Title VII") provides that an employee may request an accommodation from an employer's directive that would violate the employee's sincerely held religious beliefs. See <https://adfllegal.org/resources/covid19-vaccine-mandate>

SAMPLE LETTER REQUESTING RELIGIOUS ACCOMMODATION

[to School employer]

[date]

To Whom It May Concern,

I request a religious accommodation from the requirement that I obtain a vaccine for COVID-19. I understand that this requirement is likely being implemented pursuant to Oregon's Covid-19 Schools and School-based Programs Vaccination Requirement OAR 333-019-1030.

I request this accommodation under the Free Exercise Clause of the First Amendment to the United States Constitution, Article I §§ 2-3 of the Oregon Constitution, the Americans with Disabilities Act and Civil Rights Act of 1964, section four of OAR 333-019-1030, and other applicable provisions of Oregon law, including ORS 659A.006 *et seq* based upon my sincerely held religious beliefs. As you are no doubt aware, OAR 333-019-1030(13) provides that the rule is not intended to prohibit reasonable accommodation under State or Federal law.

My sincerely held religious beliefs include the following:

- There is a moral duty to refuse the use of medical products, including certain vaccines, that are created using human cell lines derived from abortion during any stage of the vaccine's development, including the testing phase of development of a medical product.

- The body is sacred and we are compelled to protect it from defilement.

- Finally, when it comes to consuming things into our body as opposed to, say, making payments to the government, compliance with God's law above all is required.

Primarily, my beliefs regarding the sanctity of human life conflict directly with any requirement to inject abortion-tainted vaccinations into my body. All available Covid vaccines utilize

abortion-derived cell lines in either the confirmation and testing stage of development or in the production process.

Both Pfizer and Moderna vaccines “used the fetal cell line HEK 293 in the confirmation phase,” while the Johnson & Johnson vaccine utilizes the “PER.C6 fetal cell line cells” “to manufacture the Johnson & Johnson vaccine.” See <https://www.nebraskamed.com/COVID/you-asked-we-answered-do-the-covid-19-vaccines-contain-aborted-fetal-cells>(last visited August 10, 2021) (“Pfizer and Moderna did perform confirmation tests... using fetal cell lines. And Johnson & Johnson uses fetal cell lines in vaccine development, confirmation and production.” “All PER.C6 cells used to manufacture the Johnson & Johnson vaccine are descended from tissue taken from a ... elective abortion”.); <https://lozierinstitute.org/update-covid-19-vaccine-candidates-and-abortion-derived-cell-lines/> (last visited August 10, 2021).

The use of abortion tainted vaccines conflicts with longstanding and well recognized pro-life religious teaching. As one scholar has stated, “when we use vaccines or medicines which utilize cell lines originating from aborted babies, we physically benefit from the ‘fruits’ of one of the greatest evils of mankind – the cruel genocide of the unborn. . . . it is our duty to bear witness to the world by not accepting these vaccines and medicines.” Likewise, citing Tobit 2:21 as binding authority, Father Michael Copenhagen has stated, “the recipient [of an abortion-tainted vaccine] is an immediate participant in the commission of continuous theft of human remains obtained through deliberate killing, their desecration through exploitation and trafficking, as well as ultimate omission to respectfully bury them.”

[If you are of the Christian Faith, feel free to utilize the next several paragraphs if they apply to you:] The Bible also informs us: “Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own.” 1 Corinthians 6:19. It further instructs, “Therefore, since we have these promises, dear friends, let us purify ourselves from everything that contaminates body and spirit, perfecting holiness out of reverence for God.” 2 Corinthians 7:1.

Because the body is the temple of the Holy Spirit, we are compelled by Scripture to follow God’s law when choosing what to put into it. Jesus taught specifically: “Give back to Caesar what is Caesar’s and to God what is God’s.” Mark 12:17 NIV.

As a person of faith, protecting my body from defilement according to God’s law, I invoke my religious right to refuse any vaccine which utilized abortion-derived cell lines at any stage of the creation of the vaccine. Further, insofar as the vaccines also contain neurotoxins, hazardous substances, attenuated viruses, animal parts, foreign DNA, albumin from human blood, carcinogens and chemical wastes that are proven harmful to the human body, I find injection of the same to be in direct conflict with my duty to protect my body as given by God. See <http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/b/excipient-table-2.pdf> (last visited August 25, 2021).

Finally, whereas none of the currently available Covid vaccines produces a “sterilizing immunity,” meaning that vaccinated individuals can (and do) still spread Covid, failure to accommodate my request for exemption and accommodation serves no legitimate purpose.

Rather, such failure to accommodate would clearly be designed solely to deter the exercise of my religious convictions. Since Covid vaccines only recently became available, and employers had nearly a full year to learn to operate under the threat of Covid without the use of vaccines, employers are already well equipped to offer reasonable accommodations without undue hardship.

I respectfully request an exemption from the Covid-19 Vaccination Requirement as it violates my sincerely held religious beliefs, practice, and observance.

Sincerely,

[name of employee]

*For more information or legal assistance please see the following resources:

- <https://angusleelaw.com/about-us/blog/what-does-a-religious-accommodation-request-letter-look-like>
- <https://adflegal.org/resources/covid19-vaccine-mandate>
- <https://www.churchrights.org/pji-religious-exemption-453958>