

# HELPFUL TIPS FOR RELIGIOUS EXEMPTIONS FOR EMPLOYMENT VACCINE POLICIES

## TITLE VII

\*Title VII defines and explains religion, religious discrimination, and the meaning of “sincerely held” here: <https://www.eeoc.gov/laws/guidance/section-12-religious-discrimination>  
To summarize, religion is broadly defined and can include unique beliefs held by a few or even one individual. The presence of a deity or deities is not required for religious protection. Personal preferences are not considered religious beliefs.

*This information does not constitute legal advice. Instead, this information is for general informational purposes only and may not constitute the most up-to-date legal situation. TFVC does not condone the use of this information if it is not applicable to your beliefs.*

# TEXANS

FOR VACCINE CHOICE

## TIP ONE

### KEEP IT SIMPLE WHEN WRITING YOUR OWN RELIGIOUS EXEMPTION

Three suggestions for short, to the point religious exemption statements (edit to make it your own if applicable):

"It is my sincerely held religious belief that taking the required vaccine is against God's will."

"I attest that my religious belief is sincerely held and receiving the required vaccination conflicts with my religious belief."

"My sincerely held religious belief prevents me from taking the required vaccine."

## TIP TWO

### HOW TO HANDLE THE MOST FREQUENTLY ASKED QUESTIONS ON EMPLOYER PROVIDED RELIGIOUS EXEMPTION FORMS

**Q:** Please identify your sincerely held religious belief, practice, or observance that is the basis for your request for an exemption from the vaccine requirement: **A: It is my sincerely held religious belief that taking the required vaccine is against God's will.**

**Q:** Describe how your sincerely held religious belief, practice, or observance conflicts with the vaccine requirement: **A: Title VII\* of the Civil Rights Act does not require me to provide this information unless the employer has reason to doubt that the religious belief is sincerely held.**

**Q:** Please provide any additional information that you think may be helpful in reviewing your religious exemption request: **A: Respond with: Not Applicable.**

**Q:** Please provide a note from a religious leader outlining your religious beliefs. **A: You are not required by law to provide a note from a religious leader. If one is requested, respond with: Not Applicable.**

It is our recommendation that you not go into detail about your reason for refusing a vaccine as it is not required by law and going into detail could give the employer more leeway to challenge the "sincerity" of the religious exemption.