

## RELIGIOUS EXEMPTIONS DENIAL REVIEW CRITERIA

**Standard:** Each request must be reviewed in its entirety, including every document associated with the employee's NUID. Requests may present threshold issues indicating denial, demonstrate inconsistencies, or the employee may fail to respond to request for additional information. Notwithstanding, each request must be reviewed in its totality to determine if the employee has articulated a religious belief that prevents them from receiving the COVID-19 vaccine.

**Denial recommendations are based on combination of issues identified with the EE submissions**

(1) Request based on political/science/personal/secular reasons:

- ☐ Vaccine safety/research insufficient. - Belief in personal autonomy.
- ☐ Violates the U.S. Constitution or other laws.
- ☐ Cannot tie answer to religion beyond using buzzwords. Secular practice (i.e. veganism) without connection to other religious beliefs.
- ☐ Other – will be identified separately.
  - Medical: states cannot receive vaccine for medical reason (i.e. had COVID recently), that they received one dose of the vaccine and are waiting to receive the next dose, reaction to the vaccine, and pregnancy.

(2) Request based on factual inaccuracies:

- ☐ Not FDA approved.
- ☐ Claims the vaccine will alter DNA.
- ☐ Other inaccuracies – will be identified separately.

(3) Employee has not provided all requested information:

*Standard: Has the employee sufficiently engaged in the process. This evaluation involves looking at all communications. Employees are required to answer the following questions: (i) Declined Other Vaccines; (ii) My Religion; (iii) Specific Religious Doctrine; and (iv) Employee has made an attempt to answer any additional follow up questions. Even if employee did not respond to all questions, the exemption request is reviewed in the totality of all submitted information. In other words, the review focuses on whether the failure to provide additional information is fatal to the employee request in light of all information submitted.*

(4) The information submitted by the employee establishes that the employee is not prevented from getting vaccinated by the employee's religious belief:

- ☐ Employee states they will take the vaccine if required.

- ☐ Relying on their status as a member of religion that endorses the vaccine without explaining the inconsistency.
- ☐ Other – will be identified separately.

(5) Insufficient indicia of consistency:

- ☐ If the employee skips a question designed to address consistency (i.e. other vaccines and medications or practices in their lives) that is a basis for denial.

My Body Is My Temple:

- ☐ Received flu and other vaccines and does not sufficiently explain discrepancy.
- ☐ Employee does not provide examples of how they put this practice into their life besides not taking the COVID vaccine.

Fetal Cell Lines:

- ☐ Employee believes vaccines contain aborted fetal cells but admits if the vaccines do not contain them, the employee is willing to take the vaccine.
- ☐ Employee does not identify any other vaccines, medical practices, or pharma products they refused based on fetal stem cells.
- ☐ Employee has taken medications or vaccines, but did not know they involved the use of fetal stem cell lines in some way and the employee didn't inquire.

No Medical Intervention:

- ☐ No Medical Intervention/God Will Cure Me, but takes medication or has otherwise sought medical treatment and doesn't explain the inconsistency.

Mark of the Beast:

- ☐ Mark of the Beast, but cannot/does not explain connection to vaccines.
- ☐ Mark of the Beast, but names no other vaccines, medications, or anything else that create the mark of the beast and doesn't explain the inconsistency or why COVID vaccine is different.

Scripture:

- ☐ Employee cites scripture but cannot/does not explain connection to vaccines.
- ☐ Employee fails to cite another way that they have put the scripture passages into use and doesn't explain the inconsistency.

Other Inconsistencies:

- ☐ Justification in different submissions over time evolves in ways that are internally inconsistent.
- ☐ Other – will be identified separately.

(6) Template:

*Standard: If there is some substance (i.e. articulates an objection and personal connection) to the template, reviewers will consider the substantive personal statement and the template as a whole. The employee will not be dinged for submitting a template.*

- ☐ Employee replies to additional questions asking for a response in their own words with a template and there is no substantive personal statement.