



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

FEB 21 2022

MEMORANDUM FOR MASTER SERGEANT C [REDACTED]

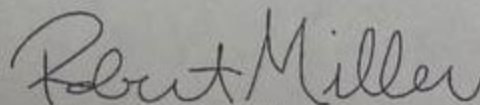
FROM: HQ USAF/SG
1780 Air Force Pentagon
Washington, DC 20330-1780

SUBJECT: Decision on Religious Accommodation Appeal

Your final appeal is denied. In accordance with Department of the Air Force Instruction (DAFI) 52-201, *Religious Freedom in the Department of the Air Force*, paragraph 3.2, I have carefully reviewed your request for religious accommodation, specifically for an exemption from the COVID-19 immunization.

The Department of the Air Force has a compelling government interest in requiring you to comply with the requirement for the COVID-19 immunization because preventing the spread of disease among the force is vital to mission accomplishment. In light of your circumstances, your present duty assignment requires intermittent to frequent contact with others and is not fully achievable via telework or with adequate distancing. In addition, your deployable position may require you to deploy in a time-frame in which you cannot attain fully immunized status prior to departure and others may need to deploy in your place. Your leadership role was also taken into consideration. While some of these duties may be completed remotely, institutionalizing remote completion of those duties permanently would be detrimental to readiness, good order and discipline, and unit cohesion. We must be able to leverage our forces on short notice as evidenced by recent worldwide events. Your health status as a non-immunized individual in this dynamic environment, and aggregated with other non-immunized individuals in steady state operations, would place health and safety, unit cohesion, and readiness at risk. Foregoing the above immunization requirement would have a real adverse impact on military readiness and public health and safety. There are no less restrictive means available in your circumstance as effective as receiving the above immunization in furthering these compelling government interests.

A copy of this decision memorandum will be placed in your automated personnel records. Please contact your unit leadership for questions or concerns.


ROBERT I. MILLER
Lieutenant General, USAF, MC, SFS
Surgeon General



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Washington DC

MAY 07 2022



MEMORANDUM FOR MASTER SERGEANT N [REDACTED]


FROM: HQ USAF/SG
1780 Air Force Pentagon
Washington, DC 20330-1780

SUBJECT: Decision on Religious Accommodation Appeal

Your final appeal is denied. In accordance with Department of the Air Force Instruction (DAFI) 52-201, *Religious Freedom in the Department of the Air Force*, paragraph 3.2, I have carefully reviewed your request for religious accommodation, specifically for an exemption from the COVID-19 immunization.

The Department of the Air Force has a compelling government interest in requiring you to comply with the requirement for the COVID-19 vaccine, because preventing the spread of disease among the force is vital to mission accomplishment. In light of your circumstances, your present duty assignment requires in-person maintenance and frequent contact with others. These duties are not fully achievable via telework or with adequate distancing. In addition, your deployable position may require you to deploy in a time-frame in which you cannot attain fully immunized status prior to departure and others may need to deploy in your place. Your leadership role was also taken into consideration. While some of these duties may be completed remotely, institutionalizing remote completion of those duties permanently would be detrimental to readiness, good order and discipline, and unit cohesion. We must be able to leverage our forces on short notice as evidenced by recent worldwide events. Your health status as a non-immunized individual in this dynamic environment, and aggregated with other non-immunized individuals in steady state operations, would place health and safety, unit cohesion, and readiness at risk. Foregoing the above immunization requirement would have a real adverse impact on military readiness and public health and safety. Masking, social distancing, and testing mitigate risk but not as effectively as vaccination in combination with additional measures determined by local spread. There are no less restrictive means available in your circumstance as effective as receiving the above immunization in furthering these compelling government interests.

A copy of this decision memorandum will be placed in your automated personnel records. Please contact your unit leadership with questions or concerns.


ROBERT I. MILLER
Lieutenant General, USAF, MC, SFS
Surgeon General

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

JAN 25 2022



MEMORANDUM FOR [REDACTED]

FROM: HQ USAF/SG
1780 Air Force Pentagon
Washington, DC 20330-1780

SUBJECT: Decision on Religious Accommodation Appeal

Your final appeal is denied. In accordance with Department of the Air Force Instruction (DAFI) 52-201, *Religious Freedom in the Department of the Air Force*, paragraph 3.2, I have carefully reviewed your request for religious accommodation, specifically for an exemption from the COVID-19 immunization.

The Department of the Air Force has a compelling government interest in requiring you to comply with the COVID-19 immunization requirement because preventing the spread of disease among the force is vital to mission accomplishment. Specifically, in light of your circumstances, your healthcare role requires frequent, close contact with multiple individuals, which would significantly impact mission accomplishment if you, your colleagues, or your patients are exposed or actively infected. Your duties are not fully achievable via telework or with adequate distancing. In addition, your duties require patient contact and contact with other healthcare personnel. Your student (trainee) status requires frequent contact and immersion with multiple individuals, which would significantly impact training accomplishment if you, your instructors, or your fellow trainees were exposed or actively infected. We must be able to leverage our forces on short notice as evidenced by recent worldwide events. Your health status as a non-immunized individual in this dynamic environment, and aggregated with other non-immunized individuals in steady state operations, would place health and safety, unit cohesion, and readiness at risk. Foregoing the above immunization requirement would have a real adverse impact on military readiness and public health and safety. There are no less restrictive means available in your circumstance as effective as receiving the above immunization in furthering these compelling government interests.

A copy of this decision memorandum will be placed in your automated personnel records. Please contact your unit leadership for questions or concerns.


ROBERT I. MILLER
Lieutenant General, USAF, MC, SFS
Surgeon General



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Washington DC



AUG 26 2022

MEMORANDUM FOR [REDACTED]

FROM: HQ USAF/SG
1780 Air Force Pentagon
Washington, DC 20330-1780

SUBJECT: Decision on Religious Accommodation Appeal

Your final appeal is denied. In accordance with Department of the Air Force Instruction (DAFI) 52-201, *Religious Freedom in the Department of the Air Force*, paragraph 3.2, I have carefully reviewed your request for religious accommodation, specifically for an exemption from the COVID-19 and Influenza vaccines.

The Department of the Air Force has a compelling government interest in requiring you to comply with the requirement for the COVID-19 and Influenza vaccines, because preventing the spread of disease among the force is vital to mission accomplishment. In light of your circumstances, your present duty assignment requires intermittent to frequent contact with others. These duties are not fully achievable without mission degradation when fully teleworking or in complete isolation from other personnel. In addition, your duties require patient contact and contact with healthcare personnel. We must be able to leverage our forces on short notice as evidenced by recent worldwide events. Your health status as a non-immunized individual in this dynamic environment, and aggregated with other non-immunized individuals in steady state operations, would place health and safety, unit cohesion, and readiness at risk. Foregoing the above immunization requirements would have a real adverse impact on military readiness and public health and safety. Masking, social distancing, and testing mitigate risk but not as effectively as vaccination in combination with additional measures determined by local spread. There are no less restrictive means available in your circumstance as effective as receiving the above immunizations in furthering these compelling government interests.

A copy of this decision memorandum will be placed in your automated personnel records. Please contact your unit leadership with any questions or concerns.

ROBERT I. MILLER
Lieutenant General, USAF, MC, SFS
Surgeon General



OFFICE OF THE COMMANDER
205 DODD BOULEVARD, SUITE 200
JOINT BASE LANGLEY-EUSTIS VA 23665

MEMORANDUM FOR 1ST LT [REDACTED]

SUBJECT: Decision on Religious Accommodation Request (COVID-19 Vaccine Exemption)

References: (a) DODI 1300.17, *Religious Liberty in the Military Services*, 1 Sep 20
(b) AFPD 52-2, *Accommodation of Religious Practices in the Air Force*, 28 Jul 20
(c) DAFI 52-201, *Religious Freedom in the Department of the Air Force*,
23 Jun 21

1. Your religious accommodation request is **denied**.

2. **Compelling Government Interest:** Before making this decision, I considered the information you provided in your request as well as the Air Force's compelling interest in mission accomplishment. Mission accomplishment is directly supported by a ready force. I determined that granting this accommodation would have an adverse effect on readiness and the health and safety of the force due to the ongoing COVID-19 global pandemic. Readiness of the force is inextricably linked to both your personal health and safety and the health and safety of the Air Force as a whole. The risks for SARS-CoV-2 infection and COVID-19-associated hospitalization are exponentially higher among unvaccinated than fully vaccinated persons. The DAF COVID-19 vaccine mandate directly contributes to mission accomplishment at the individual, unit, and organizational levels by reducing the risk that you become infected with SARS-CoV-2, limiting the spread of infection within the ranks, and minimizing hospitalizations and deaths due to the disease. Of the DOD members who unfortunately have died from COVID-19, the vast majority have been unvaccinated. Additionally, even as the Omicron variant recently became predominant, COVID-19 vaccination continued to provide strong protection against SARS-CoV-2 infection. Finally, SARS-CoV-2 is extremely transmissible person-to-person, and CDC data suggests that infected people are the most contagious just before they develop symptoms. Your unit is the 20th Intelligence Squadron, which provides targeting products to combatant commands and air components for planning and use during contingencies. You are a 14N, Intelligence Officer, and are currently an officer-in-charge in your unit's Targeting Analysis Flight, which is responsible for providing target systems analysis studies to air operations centers worldwide. These sensitive duties must be completed in a Sensitive Compartmented Information Facility. As the officer-in-charge of the Targeting Analysis Flight, you need to have regular interaction with the members of the flight to train, guide, assess, and intervene as required for mission accomplishment. Therefore, if you were to remain unvaccinated and become infected, your personal health and safety as well as your unit's ability to accomplish the mission would be significantly compromised. Finally, you need to be vaccinated to be worldwide qualified and prepared for deployment taskings.

People First... Mission Always...



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR COMBAT COMMAND

OFFICE OF THE COMMANDER
205 DODD BOULEVARD, SUITE 200
JOINT BASE LANGLEY-EUSTIS VA 23665

MEMORANDUM FOR SSGT [REDACTED] ([REDACTED])

SUBJECT: Decision on Religious Accommodation Request (COVID-19 Vaccine Exemption)

References: (a) DODI 1300.17, *Religious Liberty in the Military Services*, 1 Sep 20
(b) AFPD 52-2, *Accommodation of Religious Practices in the Air Force*, 28 Jul 20
(c) DAFI 52-201, *Religious Freedom in the Department of the Air Force*,
23 Jun 21

1. Your religious accommodation request is **denied**.

2. **Compelling Government Interest:** Before making this decision, I considered the information you provided in your request as well as the Air Force's compelling interest in mission accomplishment. Mission accomplishment is directly supported by a ready force. I determined that granting this accommodation would have an adverse effect on readiness and the health and safety of the force due to the ongoing COVID-19 global pandemic. Readiness of the force is inextricably linked to both your personal health and safety and the health and safety of the Air Force as a whole. The COVID-19 vaccine mandate directly contributes to mission accomplishment at the individual, unit, and organizational levels by preventing you and your fellow airmen from becoming infected with COVID-19; by preventing the spread of infection within the ranks; and by minimizing hospitalizations and deaths due to the disease. Your duties involve significant in-person interaction within a secure facility. As a 1N2X1A, Signals Intelligence Analyst in the [REDACTED], you acquire, process, identify, analyze, and report on electromagnetic emissions and operate electronic equipment and computer systems to exploit signals intelligence production efforts. Your specialty requires routine access to Top Secret Sensitive Compartmented Information material, or similar material, in a secure environment. You work in a Secure Compartmentalized Information Facility within the National Security Agency. You work in close quarters at a shared desk with joint uniformed service members and federal civilian employees. COVID-19 is extremely transmissible person-to-person, and data suggests that infected people are the most contagious just before they develop symptoms. Therefore, were you to become infected, you would endanger the health and safety of your fellow airmen as well as your unit's ability to accomplish the mission.

3. **Least Restrictive Means:** I further determined that there were no lesser restrictive means than the vaccine currently available to achieve the government's compelling interest. Specifically, telework is not a viable option due to the nature of your duties involving access to