

SAMPLE REQUEST FOR RELIGIOUS ACCOMMODATION [EMPLOYMENT]

Dear [HR Department]:

[Employer] has directed me to get vaccinated with a COVID-19 vaccine, or suffer adverse employment action, up to and including termination.

However, I cannot receive a COVID-19 vaccine because to do so would violate my sincerely held religious beliefs. All of the currently available COVID-19 vaccines used cell lines originating from aborted children in their manufacturing or testing.

As a Christian, I believe that life begins at conception and ends at natural death.

The Scriptures reveal that God knows us even before we are conceived. *See* Jeremiah 1:4 – 5 (“The word of the Lord came to me, saying, ‘Before I formed you in the womb I knew you, before you were born I set you apart; I appointed you as a prophet to the nations.’”). And God’s creative powers are effectively at work while we are yet in the womb. *See* Psalm 139:13 – 16 (“For you created my inmost being; you knit me together in my mother’s womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place, when I was woven together in the depths of the earth. Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be.”).

The Christian Church has condemned abortion – the killing of human infants while in the womb – from earliest times. The *Didache*, a conduct code of the early Christian community, dated by some as being as early as 70 AD, is in accord with Scripture, stating: “[D]o not abort a foetus or kill a child that is born.” Loeb Edition of the *Apostolic Fathers* (also translated as, “Thou shalt not murder a child by abortion nor kill that which is begotten.”). *A Plea for Christians*, written around AD 177 by Athenagoras, stated, “[W]e say that those women who use drugs to bring on abortion commit murder, and will have to give an account to God for the abortion.” Tertullian, in his *Apologeticum*, written in 197 AD, wrote: “Murder being once for all forbidden, we [Christians] may not destroy even the fetus in the womb, . . .”

Hence it is my sincerely held religious belief that abortion is murder, a violation of one of the Ten Commandments (“You shall not murder.” Exodus 20:13), and, for that reason, it would violate my sincerely held religious beliefs to cooperate with or be complicit in abortion in any way.

The COVID-19 vaccines were developed or tested using cell lines that were generated or derived from tissues of aborted fetuses. J&J used an aborted fetal cell line in manufacturing its COVID-19 vaccine, while Moderna and Pfizer used aborted fetal cell lines in testing the efficacy of their vaccines. *See* James Lawler, MD, You

asked, we answered: Do the COVID-19 vaccines contain aborted fetal cells” Nebraska Medicine, August 4, 2021, <https://www.nebraskamed.com/COVID/you-asked-we-answered-do-the-covid-19-vaccines-contain-aborted-fetal-cells>.

So, it is my sincerely held religious belief that, in being vaccinated with any of the currently available COVID-19 vaccines, I would be cooperating with and complicit in abortion – the ending of an innocent human life – and that such would constitute a sin against God and a violation of His Commandments, for which I would be held morally accountable by God.

For that reason, I am requesting a religious accommodation, under Title VII and any similar [state where employer located] state law(s), that will excuse me from having to receive a COVID-19 vaccine, and further request that no adverse employment action be taken against me on account of my religious beliefs.

Thank you for your anticipated consideration.

Sincerely,

[Signature of Employee]

[Name of Employee]

[Date]

Received:

Name

Date