

25 Q&A about Vaccines -- and Religious Exemptions

by Peggy Hall www.thehealthyamerican.org

This is not legal or medical advice. This is for informational and educational purposes only.

1. Do I have to fill out the form at work asking about my vaccination status? Isn't that a violation of HIPAA?

Ask your boss what the result would be if you "declined to state." Do you have an employment agreement in place authorizing your boss to ask you for your medical information? Their asking you is not a violation of HIPAA (that has to do with your health insurance company giving out your medical information) but it is a violation of your right to privacy, protected by the Constitution. If I were asked about my vaccine status, I would say, "I'm fully immunized." (That means my immune system is working fine.)

2. What if my state doesn't allow for religious exemptions?

Every state is REQUIRED to accommodate religious exemptions because it is a federal law to do so. Title VII of the U.S. Civil Rights Act prohibits discrimination based on religion. The only exception is for K-12 schools in a couple of states (such as CA) that are illegally forbidding those exemptions. It's better to get your kids out of government schools anyway.

3. Should I get a medical exemption or a religious exemption?

If you have a bona fide medical condition that prevents you from getting the jab, taking a test or wearing a mask – and if you have a doctor who will write the exemption, that is a valid approach. However, it may be difficult to find a doctor who will do so. Also, your company or school may require that you get the exemption renewed every six months or yearly. A religious exemption covers you "forever" and you do not need any evidence or proof other than your own sincerely held religious beliefs (or ethical/moral beliefs). be next if people don't stop complying.

4. Can the government mandate vaccines? What if they are approved by the FDA?

No, they can't. It doesn't matter if the vaccines are approved or not. You still have authority over your own body. The government is putting pressure on the businesses (and bribing them with millions of dollars) to do their dirty work for them. Can the government require women to have hysterectomies and men to have vasectomies because of the "overpopulation crisis"? That will be next if people don't stop complying. You have to fight against this medical tyranny. We can help you.

5. Can my job require me to get tested and wear a mask if I'm not vaccinated?

Tests and masks are also under an emergency use authorization and you have the right to no consent. Even if they were approved medical interventions, you have the right to seek a religious exemption. We can help you at www.thehealthyamerican.org

6. I don't belong to an organized religion. Can I still do a religious exemption?

Yes you can. The law does not require you to belong to any organized religion, church, group, etc. Your own sincerely-held spiritual beliefs that guide your life, your choices, your actions is enough. We can help you in this area as well.

7. Can my employer/school/government deny my religious exemption?

Not if you seek it based on our sincerely-held religious or ethical/moral beliefs. Do NOT emphasize the science or medicine or politics or state that you don't believe there is a pandemic or that this is part of the NWO etc. That all may be true but it is not grounds for a *religious exemption*. We can help you with understanding the language and the best way to prepare your documents for approval.

8. What do I have to prove in order to get my religious exemption?

The law states that you have to express your sincerely-held *religious belief*. You do not have to prove that you attend church (or mosque or temple). You need to clearly explain why the vaccine (and mask and testing if you are claiming it) violates your sincerely-held religious belief. You need to say exactly why you can't participate in these actions and also what the accommodation is that you are seeking. Is it to work from home? Have your own office? We can help you with that.

9. Do I need an attorney to help me get my religious exemption?

A letter from an attorney is not necessary. Exemptions are REQUIRED to be approved with reasonable accommodations unless there is a substantial hardship to your employer or school. And the burden of proof is on them to give proof of the hardship.

10. I don't belong to your husband's church, so why should I have him provide a letter for me? Isn't that like a form letter?

As a Christian, you are part of the Body of Christ, which does not have a physical building. The Holy Spirit indwells each believer and unites each believer into the Church of Christ. It is not necessary for you to attend Pastor David's church or even live in the same area. Pastor David reads and responds to your request to help prepare the Biblical worldview regarding God's laws for the human body. Asking Pastor David for spiritual guidance in this area is not different than you going to a doctor for a medical exemption. In both cases, you are seeking support from a experienced professional who can attest to your condition (physical in the case of the medical doctor and spiritual in the case of Pastor David.)

11. I'm not Christian. Will your materials still help me?

We have helped Muslims, Jews, Buddhists and Sikhs. Because you will be stating your *own* sincerely-held beliefs, you can adapt our materials or even share them with your own faith leader for spiritual support and guidance.

12. Who do I submit my request form to?

Ask your employer or school if they have a required form, and where that form should be submitted. It is submitted to your employer or school, not the health department or OSHA.

13. What if they reject my request?

Before you submit it, ask them on what grounds they might reject it. Then you'll know exactly why. Keep your request based on religious reasons only, not science or medicine. And if they reject it, you can appeal it. We can help you.

14. I'm going to live in the dorm and they're telling me I have to get tested weekly.

Living in the dorm (or nursing home) is called congregate living and unfortunately you are at their mercy. It is a better idea to live in an apartment, or delay your semester at school until you see what is happening. Being in a dorm can also put you at risk of being quarantined.

15. Do I have to tell my boss my vaccine status?

Ask what the consequences are if you decline to state. (If it were me I would say, "I'm fully immunized... just like God made me.")

16. Can I get fired if I don't get the jab?

He can fire you, but it would be unlawful termination if based on religious discrimination. That is why we recommend seeking the religious exemption, to have everything documented.

17. My boss told me if I refuse, it will be a "voluntary resignation."

No, that would be unlawful termination, based on discrimination.

18. Can they put me on unpaid leave if I don't get the jab?

If they do, that is considered "retaliation" and it is another violation of Title VII of the Civil Rights Act. Request a different accommodation such as work from home or other work.

19. They said I'm a threat to the health and safety of others.

They have to prove it, with a court order based on a sworn testimony from a licensed medical doctor. Otherwise that's like saying all teenagers are shoplifters. It's a generalization and stereotype and it is against the law.

20. What is a reasonable accommodation?

This would be a different job assignment or duties, different hours, different location etc. It would be agreeable to you and the company/school. It cannot be a hardship for you, such as less pay or horrible conditions. If so, you have a lawsuit on your hands, for retaliation.

21. They said I have to get the vax because it would be a hardship if I didn't.

They have to prove it with evidence. Words are not enough. We can help you with this.

22. I work in a hospital/doctor's office and they said there are no exemptions.

Exemptions are required by law. Request a different assignment or location. Or, consider working for employers who do not discriminate. It's time for healthcare workers to band together and create different clinics and settings that are discrimination-free.

23. My boss said it's an OSHA law.

OSHA does not make law. They create regulations based on laws passed by the legislature. OSHA has no enforcement authority over you, only over your employer. And your employer is required to accommodate your religious exemption.

24. They told me it's a federal law.

There is no federal law for vaccines, masks or tests. Neither the CDC, FDA or President can make a law. Only Congress makes law. And there is no law for requiring masks, tests or vaccines. Executive orders are only for the executive branch of government and even then, religious exemptions are required to be accommodated. We have several pages of documents that can help you. www.thehealthyamerican.org/religious-exemption-letter

25. My boss said it's the health department orders.

No health orders, policies, directives, proclamations, strategies, resolutions, rules or regulations are valid or lawful if they violate your rights. Your employer has the obligation and requirement to offer a reasonable accommodation for your religious exemption request. Further, the law states that your employer must generally believe and honor your request and may only make reasonable inquiries to clarify your beliefs. You do not need to prove any affiliation with any church or traditional religion. You do not have to provide proof of attendance at any religious services, nor can they ask others to vouch for you.

At www.thehealthyamerican.org, we provide information and education to empower you to understand your rights and the laws that protect them. Pastor David can assist you with your religious exemption request, based on Title VII of the U.S. Civil Rights Act, which guarantees your right to exercise your religious beliefs and practice without discrimination at the workplace (which includes schools and businesses). We are here to help you, as we have done for many others.

Here's what to do next:

- Go to www.thehealthyamerican.org and download these important documents:
 "25 Things you Need to Know about your rights and exemptions"
 "How to Get your Religious Exemption"
- Request your religious exemption personalized documents here:
www.thehealthyamerican.org/religious-exemption-letter
- Study Peggy's many educational videos about vaccines and your rights:
www.thehealthyamerican.org/peggys-videos
- Share this document with everyone you know, as if your life depends on it--*because it does!*

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