

Baptist Health
REQUEST FOR RELIGIOUS EXEMPTION FROM COVID-19 VACCINATION POLICY

Consistent with the Centers for Medicare and Medicaid Services (CMS) interim final rule issued on November 4, 2021, Baptist Health requires that all employees receive the COVID-19 vaccination unless a qualifying medical or religious reason makes them unable to do so. The organization also has a policy that specifically prohibits discrimination against any employee on the basis of religion.

Any time an employee raises a request for a change to job requirements on the basis of religion, we take such a request seriously and want to engage in a discussion with the employee to understand the nature of the request and carefully assess what, if anything, the organization can do to try and remove the religious conflict while still protecting its patients and employees and making sure the employee can perform essential job requirements.

Consistent with this approach, Baptist Health will allow a religious exemption from the COVID-19 vaccine requirement as a form of reasonable accommodation when properly supported by an individual's sincerely held religious belief or practice, unless doing so would create an undue hardship on the organization.

The first step in working with an employee to assess a request for a religious exemption from the COVID-19 vaccine requirement is to gather some more information about the nature of the request. Answering the questions below as specifically as possible will assist us in having a dialogue with you about your request for an accommodation of your religious expressions, observances, and requirements. An individual who is requesting an exemption to the mandatory COVID-19 vaccination requirement for qualifying religious reasons must complete this form in its entirety and submit it to Human Resources at ReligiousExemptionRequestCovidVaccine@baptistfirst.org. We also may seek further information from you once we review the information below and as we further assess your request.

Please note that individuals with an approved exemption will be required to comply with COVID-19 testing and other preventive requirements as specified. This includes wearing face coverings and other personal protective equipment; submitting to weekly COVID-19 testing; strictly adhering to respiratory and hand hygiene and symptom screening practices; observing social distancing, occupancy, activity and quarantine restrictions; and complying with all other COVID-19 precautions as instructed by the organization.

Employee Name:		Employee ID:	
Job Title:		Department:	
Supervisor:		Phone #:	

What is the religion for which you are seeking an exemption from the vaccination requirement? _____

What is the specific sincerely held religious expression, observance, or requirement of that religion which you believe conflicts with receiving the vaccine? _____

Describe the conflict between the religious expression, observance or requirement and the requirement to obtain a vaccination. Provide as much specificity as possible and identify all areas of conflict. _____

Are there any other steps that you believe the organization could take, or any additional information that you think the organization could provide, to help you assess whether you would be comfortable receiving a COVID-19 vaccination in light of the religious expression, observance or requirement? _____

If requested, can you provide verification (such as a statement from a religious leader) to support that this request for an accommodation is due to a sincerely held religious belief or practice? _____

Is there any other information that you believe will assist us in our consideration of your request? _____

Acknowledgment:

The above information is complete and accurate to the best of my knowledge and belief. I understand that any intentional misrepresentation contained in this request may result in disciplinary action, up to and including termination of my employment.

Circumstances surrounding the transmission and treatment of COVID-19, and related guidance from federal and state governments and healthcare experts regarding COVID-19 safety protocols, has and is expected to continue to change. Reassessment of requested or approved exemptions may be necessary in the future. This may require submission of a new Request for Religious Exemption.

Employee Signature

Date