



UNITED STATES DEPARTMENT OF COMMERCE

REQUEST FOR A RELIGIOUS EXCEPTION TO THE COVID-19 VACCINATION REQUIREMENT

Government-wide policy requires all Federal employees as defined in 5 U.S.C. § 2105 to be vaccinated against COVID-19, with exceptions only as required by law. In certain circumstances, Federal law may entitle a Federal employee who has a religious objection to the COVID-19 vaccination requirement to an exception from that requirement, in which case the employee would instead comply with alternative health and safety protocols. The Federal Government is committed to respecting the important legal protections for religious liberty. The purpose of this form is to determine whether you may be eligible for an exception.

To be eligible for a possible exception, you must first establish that your refusal to be vaccinated is based upon a sincere belief that is religious in nature. A refusal to be vaccinated does not qualify for an exception if it is based upon personal preference, concerns about the possible effects of the vaccine, or political opinions.

In order to request a religious exception, please fill out this form. The Department of Commerce may ask for other information as needed to determine if you are legally entitled to an exception.

Signing this form constitutes a declaration that the information you provide is, to the best of your knowledge and ability, true and correct. Any intentional misrepresentation to the Federal Government may result in legal consequences, including termination or removal from Federal Service. If completed via email, then the completed form must be submitted through encrypted email.

QUESTIONS:

- 1. Please describe the nature of your objection to the COVID-19 vaccination requirement.**

- 2. Would complying with the COVID-19 vaccination requirement substantially burden your religious exercise? If so, please explain how.**

- 3. How long have you held the religious belief underlying your objection?**

- 4. Please describe whether, as an adult, you have received any vaccines against any other diseases (such as a flu vaccine or a tetanus vaccine) and, if so, what vaccine you most recently received and when, to the best of your recollection.**

- 5. If you do not have a religious objection to the use of all vaccines, please explain why your objection is limited to particular vaccines.**

- 6. If there are any other medicines or products that you do not use because of the religious belief underlying your objection, please identify them.**

- 7. Please provide any additional information that you think may be helpful in reviewing your request.**

I declare to the best of my knowledge and ability that the foregoing is true and correct.

Print Name

Signature

Date



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Privacy Act Statement

Authority: The Privacy Act of 1974, as amended (5 U.S.C. 552a), requires that you be given certain information about this form. The authority for this Request for a Religious Exception to the COVID-19 Vaccination Requirement is derived from Executive Order 14043, Requiring Coronavirus Disease 2019 Vaccination for Federal Employees (Sept. 9, 2021), which requires the U.S. Department of Commerce (the Department) to implement, to the extent consistent with applicable law and subject to the availability of appropriations, a program to require COVID-19 vaccination for all of its Federal employees, with exceptions only as required by law. In particular, the Department may be required to provide a reasonable accommodation to employees who communicate to the Department that they are not vaccinated against COVID-19 because of a sincerely held religious belief, practice, or observance. The authority for this form is also derived from Title VII of the Civil Rights Act, 42 U.S.C. § 2000e(j); 29 C.F.R. Part 1605.

Purposes/Routine Uses: The information on this form may be used by the Department to help determine whether the employee is entitled to an accommodation. The supervisor will maintain a record of all accommodation requests, including this form, which will be utilized to determine the efficacy and consistency of the reasonable accommodation process and be compiled for reports to the Equal Employment Opportunity Commission (EEOC); these records are subject to periodic review by the EEOC, or the Director, Office of Civil Rights, at their request, to ensure compliance. In addition, the information collected on this form may be used for Routine Uses set forth in System of Records Notice COMMERCE/DEPT-18, Employees Personnel Files Not Covered by Notices of Other Agencies, except as prohibited by law.

Disclosure: Completion of this form is voluntary; however, accommodation may not be given to a qualified individual without this written information.