

Request for an Exception to the COVID-19 Vaccination Requirement Due to Employee's Religious Belief



Sidwell Friends School (the “School”) is committed to the safety and health of its community and to providing excellent, in-person educational programming for its students. The School has therefore implemented a policy whereby all School employees must be vaccinated for COVID-19 prior to the start of the 2021/22 school year.

However, the School will review on a case-by-case basis, requests for an exemption from this vaccination requirement by those who will not receive a vaccine for a sincerely held religious belief, practice, or observance (please note that no exemption will be made due to an employee’s philosophical or political objection to receiving a COVID-19 vaccine). An employee seeking a religious exemption must upload this form to Magnus Health (linked from the [Faculty/Staff portal](#), look for “[Update your Health Information](#)”) by July 15, 2021, along with a written statement that includes the following information:

1. The employee’s religious belief, practice, or observance that precludes the employee from receiving a COVID-19 vaccination;
2. How long the employee has held such religious belief, practice, or observance;
3. An explanation of why the employee’s religious belief, practice, or observance precludes the employee from receiving a COVID-19 vaccination; and
4. If the employee has previously received other vaccinations, an explanation of why the employee received vaccinations in the past but is requesting a religious exemption from the COVID-19 vaccine.

This information will be used by Human Resources or other appropriate personnel to engage in an interactive process to determine whether the employee is eligible for an exemption to the School’s COVID-19 vaccination policy and, if so, to determine the reasonable accommodations that can be provided that would enable the employee to perform the essential functions of their position without posing a threat of harm to self or others.

Please fill out the form on the next page.

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To Be Completed By Employee

By signing below, I am requesting that the School make a religious accommodation exempting me from the requirement that all employees receive a COVID-19 vaccination.

I certify that my request is made due to my sincerely held religious belief, practice, or observance.

I agree to engage in an interactive process to determine my eligibility for an exemption to the School's COVID-19 vaccination policy. I also understand that the School may deny my exemption request (or may subsequently withdraw its approval) if it determines that my request is not reasonable, poses a direct threat to the health and/or safety of others in the workplace and/or to me, or creates an undue burden for the School.

I verify that the information I am submitting in support of my request for an accommodation is complete and accurate to the best of my knowledge, and I understand that any intentional misrepresentation contained in this request may result in disciplinary action.

Signature

Date

Print Name