

# Religious Discrimination and COVID

Thomas Renz

This article is only an opinion/marketing piece and should not be construed as legal advice. Please consult a local attorney regarding any legal questions about your specific situation.

Despite Dr. Fauci's and his media sycophants' incessant propaganda campaign touting the experimental COVID jabs as "safe and effective," vast swaths of Americans are awakening to the dangers posed by these drugs and are, wisely, refusing them for safety reasons. Others, recognizing that these shots are gene therapies that were developed using tissues from aborted children, are refusing the shot based on sincerely held religious beliefs. Considering this growing public resistance, the Federal government, and many state, county, and local governments are coercing employers to mandate vaccines on their behalf. Thus, the government is tyrannically using the private sector to act on its behalf in a manner abhorrent to medical and religious liberty.

As the government ratchets up the pressure on employers to force jabs on their workers, employees who refuse the jab often face discrimination. Discrimination may come in the form of hostile workplaces, higher health insurance premiums, termination, discrimination, or other adverse employment actions.

Employees, faced with choosing between their health, their religion, or their career most commonly ask me one thing, "do I have to take the shot?" Ultimately, I believe it is completely illegal to force someone to take an experimental gene therapy (see 21 USC 360bbb-3 and our recent presentation in which we show the excerpts from Pfizer documents that seem to indicate that the jabs are gene therapy). That said, employers ARE firing people despite it being illegal and the corrupt state and federal governments are allowing it. So, what to do?

The first thing that EVERYONE needs to do is fight back. Regardless of how you do it, so long as it is peaceful and lawful, just do it. Hire a lawyer, call your local, state, and federal elected officials, tell your employer no (you may be fired for this), or at least share info about the dangers of the jab with people. While you are fighting back, remember that you may have a medical or religious reason not to get the jab, and the law clearly mandates that you cannot be discriminated against if that is the case. The key is to first inform your employer of your exemption and, if it is denied, stand up and defend your rights.

While this article will focus on the religious exemption, I want to make the point that just because you submit a religious exemption does not mean you forfeit your right to a medical exemption. If both apply do NOT let your employer tell you that you must pick one or the other. Simply write a letter that explains both. This is NOT an either-or thing but if you only submit one it may look like you are waiving your objection to the other; so, make sure you do both if they apply.

Religious freedom flows from two major areas of the law: the First Amendment and the Religious Freedom Restoration Act (RFRA). The First Amendment states that Americans have a right to freely choose and practice their religion. The RFRA reinforces the First Amendment by barring laws or regulations that are discriminatory without satisfying strict scrutiny (this is a legal term that means that a law must be necessary to achieve a compelling governmental interest and structured to be the least

restrictive means necessary to achieve that interest). Employment discrimination flows from Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on “race, color, religion, sex, or national origin”. Title VII was then regulated in relevant part by 29 CFR 1605.2 which require employers provide reasonable accommodation to an employee’s religious practices.

Without getting too far into the weeds, the basic meaning of all of this is that an employer cannot discriminate unless a religious practice would create an undue hardship on the business. This leads to several questions:

1. If a person has a religious belief against the COVID vaccines, would declining to be vaccinated create an undue hardship on the business?
2. If a person has a religious belief against the COVID vaccine, is there a valid reason to require daily/weekly testing or is it discriminatory?
3. If a person has a religious belief against the COVID vaccine, is there a valid reason to require them to wear a mask or is it discriminatory?

The answers to these questions require a lot of factual background, but the short answers are:

1. Given that there is a tremendous amount of evidence, including recognition from DHHS officials that the COVID jabs do not prevent the transmission of COVID it would be very difficult to argue that not getting the vaccine would create an undue hardship for the employer.
2. According to DHHS and tons of science, the vaccines do not prevent, and may promote contracting COVID-19. Most PCR tests are under a recall from the FDA because they do not work and often result in false positives. Further, because tests include disclaimers in their instruction manuals that state that the tests should not be used to diagnose COVID-19, it would be very difficult to show that the testing is not discriminatory.
3. Despite the continual governmental propaganda storm and lies from the media, there has not been any real, legitimate scientific study proving that mask prevents the spread of COVID-19.
4. Since both vaccines and masks are useless in preventing COVID-19, it could only be discriminatory to require unjabbed employees to wear a mask.

The amount of data and evidence available to back these positions is ~~both~~ inarguable and indisputable. Still, employers bully employees into getting the jab even though the religious exemption is strong. People need to stand strong when they submit a religious exemption and ensure that they find a local lawyer that will back them. You should ask your lawyer to put your request for religious exemption letter together.

The request for a religious exemption should consider several important points:

1. The request for a religious accommodation should be based on a PERSONAL and firmly held religious belief. The personal aspect of this is important. I, for example, am Catholic but many in the Catholic Church believe the vaccine is okay. I strongly disagree with my Church on this and so my religious exemption would be based on my personal interpretation of my faith – not the Church’s. Because of this I would not submit a note from my priest because my belief is based on my faith – not his.
2. If a religious exemption dispute goes to court, you should be able to articulate your basis for your firmly held religious convictions against the vaccine, but whether you go into detail in

your request letter is something for you and your lawyer to decide. It is certainly not necessary but probably will strengthen the letter.

3. Do not be fooled into nonsense debates about irrelevant points. For example:
  - a. These vaccines are the first to be gene therapies (we have evidence on this that is really very strong). This means that it is irrelevant whether you have had other vaccines.
  - b. The development of these vaccines involved the use of aborted fetal cell lines. If you believe this is wrong and this prevents you from getting these vaccines it is irrelevant that aborted fetal cell lines are used elsewhere unless you know about it. Unfortunately, aborted fetal cell lines are used in many products (I am not certain which) but the question is not whether you use these items, it is whether you knowingly use them.
  - c. It is completely irrelevant if you had the flu vaccine last year and/or any other vaccines. If you have recently learned things about the COVID jabs that you have given you a firmly held and personal religious objection to them, you can request an accommodation.
4. Make sure you ask your employer about the process they are using to determine that everyone's religious objections are being treated equally to prevent different standards from being applied to employees with similar objections.

Remember, if you fight with or challenge your employer you may be fired so make sure you think through your decision. That said, I believe that you cannot buy your health and if you will not stand for medical freedom then what will you stand for? While there are other considerations, some of the more effective letters I have seen in Ohio look like this:

Dear Sir or Madam,

I am requesting a religious exemption from the company COVID-19 vaccine mandate policy based on my personal and firmly held religious beliefs. My beliefs are firmly ensconced in my personal understanding of my faith and do not necessarily reflect the position of the church I attend. As such I will not be providing any letter from my church leader.

You should know that my past vaccination status is also irrelevant to my objections to the COVID-19 vaccines as I believe these are substantially different from prior vaccines in ways that I personally find morally objectionable to my firmly held religious beliefs. Because these vaccines are categorically new, so is my understanding of them. Based on what I now know about these vaccines and given the centrality of my faith to who I am, I simply cannot take any of these injections.

Along with my request for reasonable accommodation, I am also providing notice here that I will not tolerate discrimination as a result of this request and remind you that creating a hostile workplace based on religious discrimination is actionable in court. Evidence is overwhelming that the COVID vaccines do not prevent the spread of COVID-19 so requiring me to test, mask, or changing my insurance rates would certainly constitute discrimination unless all employees were treated equally.

I am also requesting a copy of the policy, guideline, or procedure this organization is using to determine whether or not religious exemptions are granted. This document would be very important so I can determine whether these determinations are being made uniformly and also to ensure I am able to evaluate what other, if any, information may be necessary to share for you to determine whether my accommodation should be granted.

Thank you for your consideration,

Jane Doe

Please check with your attorney to see if a letter like this would work for you and/or what changes you would need to make for it to be effective. If you need an attorney to help you, please contact me at FIRM EMAIL. We have attorneys licensed in several states who are willing to fight with you.