

RELIGIOUS EXEMPTIONS SERIES: PART 1 - THE INTRODUCTION

"Your job or your conscience. Your education or your convictions."

Your employer or school has given you an unconscionable "choice" that no free American should ever be forced to make: Keep your job or education, or accept an abortion-derived vaccine that profoundly violates your God-given conscience and your deep religious convictions.

DO NOT DESPAIR. DO NOT GIVE UP. DO NOT QUIT. DO NOT COMPROMISE.

Vaccine mandates do not catch God by surprise. He knew they were coming. He is on the throne and in control. The same God that gave you the conscience to refuse vaccines made from or with fetal cell lines from aborted children WILL make a way for you to maintain your conscience clear before Him. It won't necessarily be easy. It may be hard. Really hard. But He WILL make a way, even where there seems to be no way.

The GOOD NEWS is that the Constitution and the Law are still on your side. We are seeing an OVERWHELMING MAJORITY of religious exemption requests granted for those who make proper requests. THERE IS HOPE!

The BAD NEWS is that my inbox has exploded, and my phone rings every other minute. I cannot possibly continue to answer individual questions about the exemption process PRIOR to a denial.

So, instead, I will publish a series of articles starting on Monday, every morning of next week, designed to teach you how to make a proper and strong religious exemption request that will put you in the strongest possible legal position.

I will share the proof that all three vaccines have their genesis in abortion. I will provide sample language and legal memos that you can use to model your own religious exemption requests (which are already on #LibertyCounsel's website). I will help you rebut arguments that your employers might make to throw you off.

I will try to do this in plain English. You won't need a college degree to follow along, or to implement these directions. So, if you're faced with an unconscionable mandate to violate your conscience in order to keep your job or your education, here is your 6-point action plan:

1. Trust God, Pray, and Do Not Despair.
2. Do not quit your job or leave your school. Stand your ground.
3. Wait a week or so to turn in your religious exemption request (unless your employer or school is imposing an earlier deadline).
4. Watch this page for a daily article on religious exemptions, starting on Monday morning.
5. Use the information you learn to submit a strong religious exemption request to your employer or school.
6. If you do all the above and you are part of the minority whose religious exemption request is DENIED, then call #LibertyCounsel. We will do our best to help as many as we can. YOU CAN DO THIS. GOD is with you. Trust in Him. He will see you through!

RELIGIOUS EXEMPTIONS SERIES: PART 2 - THE LAW PROTECTS YOUR CONSCIENCE.

Although there are some exceptions, generally speaking employers and schools are prohibited by federal and state laws from discriminating against employees or students on the basis of religion. This means that employers and schools are generally legally obligated to provide reasonable accommodations for employees and students whose sincerely held religious beliefs prohibit them from complying with a rule or directive, unless the employer or school cannot provide any such accommodation without undue burden.

Employers and schools are already providing reasonable accommodations for employees and students with **MEDICAL** exemptions, such as allowing them to continue to implement the same safety precautions that were argued to be effective before vaccines were available (social distancing, masking indoors, testing, self-certification of symptoms, etc.).

Thus, employers and schools will be hard pressed to say that they cannot also accommodate those with sincere religious beliefs against abortion-derived vaccines. They **MUST** consider religious exemption requests, and grant them when properly made.

Granting **MEDICAL** exemptions but not **RELIGIOUS** exemptions amounts to illegal religious discrimination against employees or students.

FOUR KEY POINTS about religious beliefs that are entitled to legal protection:

- 1)** Your religious beliefs must be **SINCERE**. This means you actually believe what you claim to believe. You're not making it up just to avoid a rule or directive (in this case, the vaccine). The information I am providing in this series is intended only for those with **SINCERE** religious beliefs that God prohibits them from taking covid vaccines (because they originate in abortion, or for some other reason).
- 2)** Your religious beliefs do ***NOT*** have to be "reasonable," or "correct," or "valid," or "proper," or "acceptable," or "good," or **ANYTHING ELSE** other than **SINCERE**. No government, and no employer or school, has the right to tell you what you "**SHOULD**" believe, or that what you believe is not "**OK**." Once you have demonstrated that your religious belief is **SINCERE** (that you're not making it up), your employer or school cannot deny you a religious exemption because they don't like or agree with **YOUR** belief.
- 3)** Your religious beliefs do ***NOT*** have to be "popular." You are entitled to an exemption even if you are the last and only person on Earth that believes that abortion-derived vaccines are against God's law against murder. Incidentally, there are many, many people who believe like you. But legally, that does not matter. You have the right to your own, personal, individual, God-given conscience.
- 4)** Finally, and related to point #3, your religious beliefs do ***NOT*** have to be part of the doctrine or tenets of "an established religion," whatever that is. **THERE IS ROOM FOR REASONABLE DISAGREEMENT AMONG CHRISTIANS** (and other faiths) on the moral and religious acceptability of covid vaccines. You can be part of a church where reasonable Christians disagree on the topic of abortion-derived vaccines, and where the Church itself has not taken a position, or worse, has approved of such vaccines. Legally, that does not matter. As indicated in point #3, you have the right to your own, personal, individual, God-given conscience.
(For this reason, this series of posts is **NOT** intended to stir debate among people of faith, but only to help those with sincere religious convictions against abortion-derived vaccines).

I will devote an entire post this week to the issue of clergy support letters. But for now, know that you cannot be lawfully denied an exemption because you don't have a letter from a pastor or church "approving" of YOUR beliefs.

It would be impossible to cover all of the various issues and nuances of the law on religious exemptions, but the basics are above. The bottom line is that you are NOT a legal orphan. The law in the United States of America STILL protects your right to a clean conscience. (PRAISE GOD FOR THAT.)

***Future daily posts in this Religious Exemption Series this week will discuss:

- The PROCESS for requesting religious exemptions;
- The PROOF you can use to show your employer or school that all three covid-19 vaccines have their genesis in abortion;
- The THEOLOGY you can use to support your religious convictions against abortion-derived vaccines;
- The PERSONAL STATEMENT you will need to write to request an exemption (with sample language);
- The CLERGY verification that is NOT legally required but MAY be beneficial, if available to you;
- The REBUTTALS to employer/school questions and arguments;
- and possibly more.

If your religious exemption deadline permits, be sure to wait to submit your religious exemption request until you have the benefit of the entire series, which I hope to complete by next Monday, August 16 (or thereabouts).

Do not lose hope! God will make a way for you to maintain your conscience clean.

RELIGIOUS EXEMPTIONS SERIES: PART 3 - THE PROCESS IS PERSONAL.

To make a proper and strong request for a religious exemption to the COVID vaccine, you **MUST** follow the procedure established by YOUR employer or school. There is **NOT** a universal "form" or "exemption paper" or request that [#LibertyCounsel](#) or anyone else can give you or make for you. (I get asked for this ALL. THE. TIME.)

We can provide information, samples and ideas to assist you, but you will need to determine what procedure your employer or school has, and comply with it. Because religious beliefs are **PERSONAL** (see yesterday's PART 2), the process for requesting an exemption must also be **PERSONAL**.

Whatever you do, *****DO NOT SIMPLY COPY AND PASTE***** anything that I will share here, or that you get from Liberty Counsel, from a colleague, or from the Internet. If you turn in exactly the same (or just about the same) request that another person did, or that can be found on a Google search, your request **WILL** be denied as **INSINCERE** (see yesterday's PART 2).

Instead, use the information you learn here, and the samples that Liberty Counsel has (that I will provide in this series), **ONLY AS A GUIDE**, to help you put **YOUR OWN REQUEST IN YOUR OWN WORDS**. This is probably one of the most important pieces of advice that I can give you. If you don't follow this advice, you probably are wasting your time.

So here are the **FIVE STEPS** you can take in the **PERSONAL** religious exemption process:

STEP 1: Do you **ACTUALLY** need an exemption?

--> If your employer or school is only "thinking about" or "talking about" mandating the vaccine, there is no need to request a "pre-emptive exemption" before you are actually required to vaccinate. (I made that up - there is no such thing.)

--> If your employer or school is already providing an automatic alternative to vaccination (such as weekly testing), then you do not need an exemption. The religious exemption would only exempt you from the vaccine, **NOT** from the alternative, so don't bother with an exemption. Take the alternative, for now, even if it is annoying. For testing, employers should be paying for it, or it should be covered by insurance, so there should not be an out of pocket cost to you.

STEP 2: Get the procedure or form that your employer or school is using for religious exemptions.

--> Often, this will be distributed with the vaccine mandate. Or, it may be on the employer's or school's website. Search for it.

--> If you cannot find your employer's or school's form or procedure on your own, call the HR department or the school and ask them for it. This is **NOT** your actual religious exemption request. This is your request for the **PROCEDURE** or **FORM** that you are expected to use to make your religious exemption request.

--> Hopefully, the efforts above will lead to you having a form to fill out, or the name of a person to email, to present your religious exemption request.

--> If your employer or school tells you that "we don't have religious exemptions," or "there is no form or procedure for that" or something along those lines, they may be violating the law (see PART 1). Get this from them in writing.

--> If they won't put it in writing, send them a letter or email, to confirm what they told you. (For example: "Dear _____, I am confirming that on _____, I requested the company's form or procedure for requesting a religious exemption to the COVID vaccine requirement, and you

indicated that no such form or procedure exists, and no exemptions are available. If I misunderstood you in any way, please let me know immediately.")
Then, contact Liberty Counsel.

STEP 3: Once you have your school's or employer's form or procedure for requesting a religious exemption, study it carefully and make sure that you comply with it **FULLY, COMPLETELY** and **TIMELY**. Do **NOT** ignore parts of it. Do **NOT** miss the deadline. This may give your employer a legal way to deny your exemption request.

--> the most important part of this form or process will be your **PERSONAL** statement, where you tell your school or employer **IN YOUR OWN WORDS** why your sincere religious convictions prohibit you from taking abortion-derived vaccines. We will cover this separately, with examples, later this week.

STEP 4: Turn in your form and all necessary documentation to your employer or school.

--> **RETAIN COPIES** of everything you submit, as well as proof that you submitted it (and when you submitted it).

--> If two weeks pass and you don't hear anything, politely ask for the status of your request.

STEP 5: If your request is **APPROVED**, rejoice and Praise the Lord!

If your request is **DENIED**, contact Liberty Counsel and send us: (a) your employer's or school's vaccination mandate; (b) your request for a religious exemption; (c) the denial you received; and (d) any other relevant documents. We will review your case individually and determine if further legal action is possible or appropriate.

*** Stay tuned to this daily series all week long for more information on how to successfully navigate the religious exemption process. **PART 4**, tomorrow, will cover the **PROOF** that all three **COVID** vaccines have their genesis in abortion.

God bless you, as you seek to honor Him!

RELIGIOUS EXEMPTIONS SERIES: PART 4 – THE PROOF IS IN THE ORIGIN

The facts are indisputable: Each of the three covid vaccines was either DEVELOPED from, or TESTED on, fetal cell lines from aborted babies.

(NOTE, I did *NOT* say “CONTAINS fetal cells,” and neither should you – more on this later.)

These are direct quotes from government publications:

“Johnson & Johnson did require the use of fetal cell cultures, specifically PER.C6, in order to produce and manufacture the vaccine.”

For the Pfizer and Moderna vaccines, “Early in the development of mRNA vaccine technology, fetal cells were used for ‘proof of concept’ (to demonstrate how a cell could take up mRNA and produce the SARS-CoV-2 spike protein) or to characterize the SARS-CoV-2 spike protein. ... A cell line was used to test the efficacy of both vaccines.”

You will find these quotes in documents from many government bodies, including:

The Los Angeles County Department of Public Health <http://publichealth.lacounty.gov/.../VaccineDevelopment...>

The North Dakota Department of Health

https://www.health.nd.gov/.../COVID-19_Vaccine_Fetal_Cell...

The Louisiana Department of Health

https://ldh.la.gov/.../You_Have_Qs_COVID-19_Vaccine_FAQ.pdf

Here are **FOUR** important considerations about the covid vaccines' origin in abortion:

- 1)** The vaccines do *NOT* CONTAIN aborted fetal cells. Do not say to your employer or school that they do, because they will say your religious objection is based on "misinformation" and deny it. Instead, the vaccines were DEVELOPED from, or TESTED with, fetal cell lines from aborted babies. There is a difference. Be sure you understand it.
- 2)** Just because the vaccines do not "CONTAIN" parts of murdered babies does *NOT* mean that you cannot object to them on religious grounds. Many people of faith believe that they cannot ingest or benefit from any product that has ANY connection to abortion. TESTING and DEVELOPING a product using cells from murdered babies can be just as objectionable as if the product CONTAINED the cells of those babies.
- 3)** Do not be alarmed when you read in the government publications linked above that pope so and so, and bishop such and such, and this church or that church have concluded that these vaccines are "morally acceptable," either because they don't "CONTAIN" parts of dead babies, or because the abortions from which the fetal cell lines were taken took place "a long time ago," or because the vaccines can now be used for greater common good even though they originated with an evil act.

REMEMBER:

--> Religious beliefs are PERSONAL. No government, bishop, pope, employer or school has to right to tell YOU how you should interpret Scripture, and what YOU should believe (See PART 2);

--> There is no statute of limitations (or expiration date) on murder; if the fetal cell lines come from murdered babies (and they unquestionably do), then you are allowed to find them objectionable whether those murders took place yesterday, last year, or 40 years ago.

--> it is indisputable that all 3 vaccines have their origin in abortion. Without the murder of the babies from which these fetal cell lines have been obtained, none of the 3 covid vaccines would be here today. If *YOU* *SINCERELY* believe as a matter of religious conviction that this is wrong, and that taking these vaccines would make you complicit in the abortions, then YOU are entitled to a religious exemption no matter what others may believe.

4) Do not worry if you have previously taken the flu shot or other vaccines. That does *NOT* disqualify you from a religious exemption to the COVID vaccines.

--> The flu shot does NOT have a connection to abortion; it is NOT DEVELOPED or TESTED using fetal cell lines from aborted babies.

--> Many other vaccines do NOT have a connection to abortion

--> While you may have previously had a vaccine that is connected to abortion, it may have been in your childhood, when you didn't have the same religious convictions, or when you didn't have a say-so

--> Many employer or school religious exemption forms ask whether you object to ALL vaccines or just to covid vaccines. A good response is below.

(REMEMBER, PUT IN YOUR OWN WORDS - DO NOT CUT AND PASTE):

"I am opposed to all vaccines that have a connection to abortion, no matter how remote or close that connection may be. I would not accept any medical product or vaccine if I knew that it was developed or tested with cells from aborted babies."

---> Part 2 will focus on the **THEOLOGY** regarding abortion, and products derived from abortion.

RELIGIOUS EXEMPTIONS SERIES: PART 5 – THE BIBLICAL CASE AGAINST ABORTION-DERIVED VACCINES.

A small number of states, like Illinois, have laws that protect vaccine objections based on conscience alone. In most other places, a vaccine objection **MUST** be grounded in **SINCERE** religious belief to be protected by law. (See **PART 2**). Before we look at the Biblical case against abortion-derived vaccines, I'll make the following **FOUR** observations:

A. This post presents a Christian view because it is one I am familiar with. However, you are **NOT** required to be a Christian to be eligible for a religious exemption. Many religions have strong pro-life doctrines. And, remember from **PART 2**, you're not even required to show that **YOUR** beliefs are part of a "major" or "established" religion. They just need to be **YOUR** religious beliefs, and they need to be **SINCERE** (not made up).

B. You are **NOT** required to make each of the following points in your personal statement. You don't **HAVE** to quote Bible verses (although it doesn't hurt to quote a couple). Fortunately, you **CANNOT** be legally required to submit a doctoral dissertation on religious doctrine. You just need to explain, simply and shortly, what you believe and why your God-given conscience prohibits you from taking an abortion-derived vaccine.

C. There may be **OTHER** religious objections to vaccines, besides the fact that they have been **DEVELOPED** or **TESTED** using fetal cell lines from aborted human beings. You can assert other objections too **BUT**:

--> if your other reasons are premised on **FACTUAL** claims about the vaccines, you'd better be sure that those claims are solid, **INDISPUTABLE** and verifiable from neutral (preferably government) documents, in the same way as the fetal cell line factual claim (see **PART 4**).

Otherwise, your employer or school will **DENY** your exemption and say you are "misinformed."

--> if you do **SINCERELY** hold the fetal cell line objection as a matter of religious conviction, I suggest you list that first, because, in my opinion, it is the strongest.

D. Finally, this post (and this entire series) is **NOT** intended to guilt, criticize, or fault in any way Christians and people of faith whose conscience is clear about taking vaccines. There is no need for division, or even debate. There is room for disagreement, but I do not find debate on this issue productive here, and would prefer it take place elsewhere. This post (and series) is intended **ONLY** to help those with a **SINCERE** religious objection to abortion-derived vaccines to articulate their convictions to their employers and schools. If that's not you, kindly keep scrolling.

*** **WITH THAT SAID**, the Biblical case against abortion-derived vaccines is simple and straightforward. Here are **SIX** key doctrines. (Remember, you do **NOT** have to discuss all of these in detail).

1. God, the Creator of all life, created humans in His own image, and human life is sacred to Him. Genesis 1:26-27.
2. In His inspired and inerrant Word, the Bible, God makes it absolutely clear that, in His eyes, human life begins at the moment of conception. Psalm 139:13-14; Psalm 139:16; Isaiah 44:2; Isaiah 44:24; Jeremiah 1:5.

3. God has prohibited murder (the killing of an innocent human being), and murder is a heinous sin. Exodus 20:13; Genesis 9:6; Deuteronomy 27:25.

4. God gives each believer the Holy Spirit to personally guide him or her in all aspects of Life. The Holy Spirit teaches the believer all things, guides the believer into all truth, and reproves the believer of sin and righteousness. A believer who disobeys the teaching and leading of the Holy Spirit in his or her own life commits sin against God. John 16:7; John 14:26; John 16:8 and 13.

5. The human body is the temple of the Holy Spirit, and the believer must not defile it. 1 Corinthians 6:15-20.

6. A believer who prays earnestly to God, seeks the instruction of the Holy Spirit, and receives in his or her conscience the instruction that he or she must not defile their body with ANY product that has ANY connection to the grievous sin of abortion has a SINCERE religious objection to abortion-derived vaccines. For such a believer, accepting such a vaccine would be disobedient to the Holy Spirit, and a sin against God.

*** In the remaining posts over the weekend, we will look at how to put all of the information thus far (PARTS 1 to 5) in your OWN statement, PERSONAL to you. I will provide some DO's and DONT's, as well as some samples. I will finish the series with a post on this Monday, August 16.

RELIGIOUS EXEMPTIONS SERIES: PART 6 - YOUR PERSONAL STATEMENT.

This post illustrates how to put together the information covered in PARTS 1 - 5 of this series, into YOUR own, individual, UNIQUE personal statement for your religious exemption request.

DO NOT COPY AND PASTE (or make only small changes to) the sample language you see here, or anywhere else -- it will very likely lead to the DENIAL of your exemption request. INSTEAD, use the information in this entire series as a GUIDE to write your OWN, UNIQUE personal statement. (See PART 3 for a more detailed admonition).

I will first identify **FIVE THINGS** that your personal statement should contain. Then I will list FOUR DO's, and FOUR DONT's for your personal statement. Finally, I will provide TWO samples.

***** Your personal statement SHOULD contain FIVE things:

- 1) Your knowledge that all three covid vaccines were either DEVELOPED or TESTED using fetal cells that originated in abortion, along with at least one source for that knowledge. (See PART 4).
--> Do NOT claim that the vaccines CONTAIN cells of aborted babies.
- 2) Your religious beliefs that you cannot take or benefit from any vaccine that has been DEVELOPED or TESTED with, or that has ANY connection to, fetal cell lines obtained from abortion. (See PART 5).
- 3) Your statement that your religious beliefs are SINCERE, and that they apply to all areas of your life and to ALL vaccines or medical products that have a connection to abortion, not just the COVID vaccines.
- 4) Your request for an exemption from the vaccine, and your willingness to abide by REASONABLE alternative safety measures, such as social distancing, masking, testing, etc.
- 5) Any and ALL other information that the form of your employer or school requests. (See PART 3).
--> NOTE: You do not need to follow the same order as above. In fact, the more you switch things up, the more unique and personal YOUR statement will be. You might, for example, start with #2 or #3 or #4.

***** **HERE ARE FOUR DO's** for your personal statement:

- 1) DO make it unique and personal;
- 2) DO follow your employer's or school's form and instructions, unless your employer or school tries to tell you not to include an objection based on fetal cell lines, in which case DO INCLUDE YOUR OBJECTION BASED ON FETAL CELL LINES anyways (such a limitation is illegal, because your employer or school cannot dictate what you believe (see PART 2));
- 3) DO attach additional sheets of paper to your employer's or school's form, if the space they provide is not sufficient; and
- 4) If your employer's or school's form asks multiple questions about the nature of your religious beliefs and religious objections, DO write something like "see attached explanation" or "please see my separate statement" for each of the multiple prompts, and then DO make sure your statement covers ALL that they ask.

***** **HERE ARE FOUR DONT's** for your personal statement:

- 1) DON'T copy and paste (or make only slight changes to) any sample statement that you see here or anywhere else on the Internet - if your request is not unique and personal to you, it will likely be denied.
- 2) DON'T include in your RELIGIOUS exemption request any NON-religious arguments, such as "my body my choice," "or bad side effects" or "no FDA approval" or anything else that is NOT directly linked to your RELIGIOUS beliefs, or that is dependent on DEBATABLE factual or philosophical claims. (I'm not dismissing those arguments; I'm just providing my opinion that they will weaken your RELIGIOUS exemption request, because you will be deemed to be "misinformed" or you will be deemed to have a "philosophical" but non-religious objection.)
- 3) DON'T miss your employer's or school's deadline for submitting religious exemption requests; and
- 4) DON'T leave any required information out.

**** Here are two sample personal statements to illustrate how the above information might look, and also to illustrate how two statements can cover the same SUBSTANCE but do so in UNIQUE ways. DO NOT COPY either statement. **WRITE your own.**

SAMPLE 1: (within LC Memo on Religious Exemptions): <https://lc.org/.../Memo-SampleCOVID...>

SAMPLE 2:

I am a Christian with a very strong religious view that abortion is murder and a sin against almighty God. I believe firmly as a matter of non-negotiable Christian doctrine that I cannot have anything to do with the sin of abortion. I cannot benefit from it in any way. To do otherwise, is to commit a serious sin against God.

I know that each of the three covid vaccines was tested, developed or produced from fetal cell lines that were obtained from elective abortions. (<http://publichealth.lacounty.gov/.../VaccineDevelopment...>) For this reason, I cannot accept any of the covid vaccines. Even though some may find the connection between these vaccines and abortions to be permissible, I do not. My conscience, informed by the Holy Spirit and my understanding of the Holy Scriptures, will not allow me to benefit from any product that has anything to do with abortion.

In addition to my religious convictions about abortion, as a committed Christian I also pray and ask God to guide my major and minor decisions. Jesus promised that he would send a comforter who would help believers. This comforter is known as the Holy Spirit. The Holy Spirit guides us by impressing upon our conscience what we should do and how we should act. After much prayer, study of the Bible and inner reflection, I am not permitted by the Holy Spirit to take the COVID vaccine.

My religious beliefs are sincere and deep. My objection applies to ALL products or vaccines connected to abortion, not just covid vaccines. I would not take any product into my body - the temple of the Holy Spirit - if I knew that it was developed or tested using aborted fetal cells.

I firmly believe that to go against my understanding of the Bible and against the instruction in my conscience from the Holy Spirit would be a grave sin that would distance me from God, and would violate my conscience.

Please grant me an exemption. I am willing to comply with reasonable alternatives to vaccination that have been used until now.

*** I trust you are finding this information helpful in articulating what is in your conscience. I appreciate your continued prayers and support for the entire Liberty Counsel team, who is stretched to the limit in trying to help as many people as possible in their time of need.

In Sunday's post, I will discuss **CLERGY LETTERS** in more detail, and I will wrap up this series on Monday (August 16) with some concluding pointers and remarks.

RELIGIOUS EXEMPTIONS SERIES: PART 7 - CLERGY AND CHURCH LETTERS CANNOT BE LEGALLY REQUIRED.

Some employers or schools ***ATTEMPT*** to **REQUIRE** you to provide a letter from a pastor, religious leader or church, stating that **YOUR** religious beliefs against covid vaccines are part of the "tenets" or "doctrine" of a "recognized" or "established" church, or some other such nonsense.

This is an **ILLEGAL** attempt to discourage you from seeking a religious exemption, or to make it as hard as possible for you to request one. As explained in **PART 2**, **YOUR** religious beliefs are ***YOUR*** beliefs, and the law protects your right to believe what you believe regardless of whether a "recognized" or "established" church agrees with you. In fact, if you **SINCERELY** believe what you believe, the law entitles you to a reasonable accommodation for your beliefs, even if you are the only and last person on Earth that believes what you believe.

The **ONLY** thing that an employer or school may legally inquire into is the **SINCERITY** of your beliefs (that is, whether ***YOU*** actually believe what you say, or you're just making it up). Employers and schools **CANNOT** legally inquire into the "correctness" or "popularity" or "validity" of your beliefs. When they try to **REQUIRE** you to provide a clergy or church letter, that is **EXACTLY** what they are doing -- asking you to prove that your beliefs are a "**CORRECT**" or "**ACCEPTABLE**" interpretation of Scripture, such that a church agrees with you. **This is illegal.**

***** IF** an employer or school exemption form attempts to ***REQUIRE*** you to provide a clergy or church support letter, take these **THREE STEPS**:

STEP 1: IF your church or religious leader is willing to sign a letter of support for you, stating that the church teaches that abortion-derived vaccines are sinful, or that members of the Church are instructed to search the Holy Spirit as to the acceptability of abortion-derived vaccines and, at least for some, the Spirit has forbidden them, then **BY ALL MEANS**, go ahead and provide such a letter along with your exemption form.

--> even though you cannot be legally required to provide this, it is better, if possible, to **NOT** give the employer or school any reason to deny your request, and to obtain an exemption in the first instance, rather than to have to litigate the legality of clergy letters.

--> you can see a **SAMPLE (DO NOT COPY!)** pastoral/church letter in #LibertyCounsel's memo on religious exemptions: <https://lc.org/.../Memo-SampleCOVID...>

--> **CAUTION:** any church or pastoral letter should be **IN ADDITION** to your own, personal statement; it **CANNOT** be **INSTEAD** of your personal statement.

STEP 2: IF your church or religious leader is unable or unwilling to provide a letter that "validates" or "affirms" your interpretation of the Scriptures or your instruction from the Holy Spirit with respect to the covid vaccines, then ask if they will at least provide a letter stating that you are a faithful member of the church, and that they have counseled with you and believe that your religious beliefs are **SINCERE** (not made up).

--> this is the extent to which schools and employers can legally inquire (**SINCERITY, NOT VALIDITY**).

STEP 3: IF your church or religious leader is unable or unwilling to provide you with ANY letter, then include in your personal statement (or in response to the clergy letter prompt on the exemption form) something like this (in your own words):

"My religious beliefs are sincere. Legally, I cannot be required to prove that a church or religious leader agrees with my sincere religious beliefs, or my interpretation of Scripture, or my instruction from the Holy Spirit. My beliefs are my own, and they are sincerely and deeply held." Thankfully, MOST schools or employers understand that they cannot legally REQUIRE support letters from churches or clergy, and so MOST do not require them. Many of them will, however, state on their forms that you "MAY" provide "documentation" from a church or religious leader, but that it is "OPTIONAL" or "NOT REQUIRED."

*** IF your employer or school does NOT REQUIRE a support letter from church or clergy, you do NOT need to provide one. You MAY, if you WANT or CAN, provide such a letter, along the lines of STEP 1 or STEP 2 above, but you do NOT HAVE to provide it.

--> If your exemption form does not REQUIRE a clergy or church letter, do NOT include the statement in STEP 3 above, because it is unnecessary. Either provide a support letter, or don't provide one. It's as simple as that.

BOTTOM LINE on church/clergy letters: provide one if it is "required" and if you can provide it, but do NOT let such an ILLEGAL requirement deter or discourage you from seeking a religious exemption if you cannot provide a supporting letter from a church or religious leader.

If your religious exemption request is DENIED because you did not provide a clergy or church letter, contact [#LibertyCounsel](#) immediately.

*** Tomorrow's post will be a conclusion/wrap-up, discussing various loose ends, such as what to do, and what NOT to do, if your religious exemption request is denied. HINT: DO NOT QUIT OR RESIGN! Until then, I appreciate your continued prayers and support for the Liberty Counsel team.

RELIGIOUS EXEMPTIONS SERIES: PART 8 - CONCLUSION - WHAT'S NEXT?

After you submit your religious exemption request to your school or employer, usually one of two things will happen:

1) If your exemption is GRANTED, praise the Lord and:

- a) write us a note at [#LibertyCounsel](#) so we can rejoice with you;
- b) comply with the conditions or "accommodations" that your employer or school requires instead of the vaccine; and
- c) ask your school or employer if you need to "renew" or "reapply" after a certain amount of time, such as one year, and be sure to meet those requirements.

NOTE: If you believe that the conditions or "accommodations" that your employer or school requires instead of the vaccine are discriminatory or punitive or unnecessary, etc.:
--> comply with them anyways, for the time being;
--> keep good written records of how much time and money these alternatives are costing you; and
--> keep good written records of any instances of ostracism, ridicule, hostility, etc. that you face by being identified as a non-vaccinated employee or student (such as by wearing a mask, or a badge, etc.).
*** Our priority currently is to help those whose exemptions are denied outright, and who are not given any other choice. However, in the future we hope to be able to also address and potentially litigate discriminatory conditions or "accommodations." Well-kept records will assist us or other attorneys to determine if you have been the victim of illegal discrimination or a hostile work (or school) environment.

2) If your exemption is DENIED, do not lose hope and:

- a) DO NOT QUIT OR RESIGN!!! If you quit or resign, you will not be eligible for unemployment benefits, and you will have a much more difficult time seeking legal redress.
--> If your employer asks for your resignation, politely refuse and tell them IN WRITING that you have no intention to resign, but you do intend to seek legal help for discrimination.
--> If your employer says that if you don't vaccinate you will be "considered to resign," or "deemed to resign," politely tell them IN WRITING that you have no intention to resign, but you do intend to seek legal help for discrimination.
- b) If your employer or school gives you a DENIAL without any reason or explanation, ask IN WRITING what the reason (or reasons) were for your denial. They will likely decline to tell you, but that may be of help to you later on.
- c) Review your employer's or school's policy on appealing a denial. If you can't find an appeal procedure or policy, ask your employer or school about it.
- d) If an appeal is allowed, file one ON TIME. If your employer or school told you why your exemption request was denied, try to address their reasons as best you can. Otherwise, amplify your beliefs and concerns from your prior submission and ask for an exemption again.
- e) If an appeal is not allowed, or if your appeal is denied, contact Liberty Counsel, and send us:
--> your employer's or school's policy mandating vaccination;
--> your religious exemption request;
--> your denial;
--> any appeal documents; and
--> any other related documents or communications on this subject.

We will review your materials and circumstances and determine whether legal action is possible or feasible, and whether we can take you as a client and pursue your case.

I trust that the information in this series has been of benefit and encouragement to you! You CAN do this. All of Liberty Counsel's services are free, so please consider a donation to this donor-funded, non-profit ministry so we can educate and help as many people as possible in these difficult times.