



## COVID-19 Vaccination Policy — Vaccine Exemption Request

### EMPLOYEE RELIGIOUS EXEMPTION

To protect the health and safety of our entire community, Brandon University has implemented a COVID-19 Vaccination Policy requiring all employees to be fully vaccinated against COVID-19 before accessing campus.

According to Section 5.0: *Exemptions* in the Brandon University COVID-19 Vaccination Policy, an employee can submit a request for an exemption in the form of an accommodation should religious beliefs prohibit obtaining a COVID-19 vaccination. Accommodations may not guarantee access to indoor campus spaces, including where public health orders require proof of vaccination for entry.

- **Employee must complete Section I: *General Information* and Section III: *Certification*.**
- **A religious leader must complete Section 2: *Declaration by Religious/Creed Leader*.**
- **All sections must be completed for Religion/Creed/Religious Exemption consideration.**

#### SECTION I – GENERAL INFORMATION

Employee: \_\_\_\_\_

Department/Faculty: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Work email: \_\_\_\_\_

1. Please describe the sincerely held religion or belief system that prohibits you from obtaining the COVID-19 vaccine and include how long you have been committed to that religion or belief system.

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2. What particular belief(s) would be compromised or violated by receiving the COVID-19 vaccination and how would being vaccinated violate that belief(s)?

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3. Explain how the particular belief(s) you described in Question 2 is connected to the religion or belief system that you described in Question 1.

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*The following are acceptable forms of documentation to support your request for an exemption from the COVID-19 Vaccination Policy for a religion, creed or religious belief accommodation (but not limited to):*

- *Declaration from your religious institution/community leader (eg. priest, pastor, other faith leader) **SECTION II** (below);*
- *Documentary evidence tying the belief to the religion/faith and clearly explaining how the belief prohibits you from obtaining the COVID-19 vaccine; or*
- *Evidence related to your other current religious practices that demonstrates consistency with the belief.*

*\*Manitoba Human Rights requires accommodation when there exists a sincerely held religion or belief system.  
<http://www.manitobahumanrights.ca/v1/education-resources/resources/policies-pages/policies-i-13.html>*

#### **SECTION II – DECLARATION BY RELIGIOUS/CREED LEADER**

1. Please describe the religious belief(s) and/or creed(s) that preclude this applicant from being vaccinated with the COVID-19 vaccine. *Additional documentation can be attached.*

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2. How long have you known the applicant?

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3. Please explain how you know the applicant and their belief(s).

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By signing below, I declare that the information I have provided is accurate and complete as of the date below. I understand that the applicant may be subject to disciplinary action up to and including termination of employment from Brandon University if any of the information provided to support their request is false or misleading.

Signature of Religious/Creed Leader: \_\_\_\_\_

Printed Name of Religious/Creed Leader: \_\_\_\_\_ Date: \_\_\_\_\_

Business address: \_\_\_\_\_

#### SECTION III - CERTIFICATION

I understand that breaches of the Brandon University COVID-19 Vaccination Policy, including breaches of any approved accommodations, or providing false, misleading or falsified information are serious matters and may result in employment-related discipline. This will also end the accommodation.

I certify that all the information I have provided in this Religion Exemption Accommodation Request, including supporting documentation is accurate and true.

I certify that I have read and understand the terms of the Brandon University COVID-19 Vaccination Policy.

I agree to cooperate and participate fully as required in this accommodation process, including but not limited to, providing additional relevant information as requested by Human Resources. I understand that failure to participate fully can result in my request being denied.

I hereby request an exemption in the form of an accommodation from the Brandon University COVID-19 Vaccination Policy.

\_\_\_\_\_  
Employee Name – Print

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date submitted

**Completed requests, with supporting documentation (where indicated), are to be submitted to Human Resources at HR@BrandonU.ca. Incomplete requests will not be reviewed.**

**To Be Completed by Human Resources:** Reviewed by: \_\_\_\_\_

**Decision:** \_\_\_\_\_ **Date decision shared with Employee:** \_\_\_\_\_