

REQUEST FOR COVID-19 VACCINE EXCEPTION FOR RELIGIOUS REASONS/  
RELIGIOUS ACCOMMODATION

Puget Sound Naval Shipyard, PSNS & IMF is committed to providing equal employment opportunities (EEO) without regard to any protected status and a work environment that is free of unlawful harassment, discrimination, and retaliation. As such, PSNS & IMF is committed to complying with all laws protecting employees' religious beliefs, practices, and observances under Title VII of the Civil Rights Act of 1964. When requested, PSNS & IMF will provide an exception/religious accommodation for an employee's sincerely held religious beliefs, or practices and observances, that prohibit the employee from receiving a COVID-19 vaccine, provided the requested religious accommodation is reasonable and does not create an undue hardship for PSNS & IMF.

To request an exception/religious accommodation related to the Mandatory Corona-virus disease 2019 vaccination policy, please complete this form and return it to your Supervisor. This information will be used by your Supervisor and your servicing EEO office to determine eligibility and potentially engage in the interactive discussion with you in the search for an effective religious accommodation. In order to qualify for the exception, employees are required to provide a written and signed statement below objecting to the COVID-19 vaccination due to a sincerely held religious belief, practice or observance that prohibits immunization.

If you fail to provide information needed for the processing of the religious accommodation request, your refusal will impact PSNS & IMF's ability to adequately understand the nature of your request, which can lead to denial of the religious accommodation request. Once PSNS & IMF has made a determination, you will be notified as to the approval or denial of your request for exception/religious accommodation.

1) Receiving the Covid-19 vaccination conflicts with my religious beliefs, practices or observance as described below:

## Acknowledgement

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.

I understand that my request for an accommodation may not be granted if it is not reasonable, or if it creates an undue hardship. I also understand that if my request is granted, I may be required to follow additional safety protocols established by PSNS & IMF when reporting to the worksite.

Lastly, I understand that philosophical, political, scientific, or sociological objections to immunization do not justify granting an exception or religious accommodation. An objection due to a personal preference is not a “religious belief” protected by Title VII of the Civil Rights Act of 1964.

Employee Name: \_\_\_\_\_ Date of Request: \_\_\_\_\_

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

*This information is being collected in order to comply with Executive Order 14043, Requiring Coronavirus Disease 2019 Vaccination for Federal Employees (September 9, 2021). The information is maintained, used, and protected in accordance with the Privacy Act of 1974, and the applicable systems of records associated with this collection. Applicable Systems of Records Notices (SORN) include DPR 39 DoD, DoD Personnel Accountability and Assessment System (March 26, 2020; 85 FR 17047); OPM/GOVT-10, Employee Medical File System Records (June 21, 2010); and EEOC/GOVT-1, Equal Employment Opportunity in the Federal Government Complaint and Appeal Records (July 30, 2002, 67 FR 49338; Modified November 17, 2016, 81 FR 81116).*