



Return completed forms to  
[COVID@thtbc.com](mailto:COVID@thtbc.com).  
Questions? Call: (571) 402-2802

## REQUEST FOR RELIGIOUS ACCOMMODATION EMPLOYEE AFFIDAVIT

As the Equal Employment Opportunity Commission guides, a belief is “religious” for purposes of reasonable accommodation analysis if it is “religious” in the individual’s “own scheme of things.” Beliefs can be religious “as long as they occupy a place in the life of that individual a place parallel to that filled by God in traditionally religious persons.” By contrast, a fear that the vaccine is unsafe or a secular, philosophical objection to the COVID-19 vaccine or vaccinations generally, even if genuine and sincerely held, would not meet the definition of a bona fide religious belief.

To assist with our interactive process to determine if we are able to grant you a reasonable accommodation based on a sincerely held, bona fide religious observance, practice, or belief, please complete and return the below affidavit.

### AFFIDAVIT

I \_\_\_\_\_ (print name) declare that the following statements are true and correct under the penalty of perjury of the laws of the United States:

1. Please describe the religious belief, observance, or practice to which you adhere.
  
  
  
  
  
  
  
  
  
  
2. Please explain how this specific religious belief, observance, or practice conflicts with COVID-19 vaccination and the Company’s mandatory vaccine policy?



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3. When did you embrace this religious belief, observance, or practice? Please describe.

4. Where and how do you do you adhere to this religious belief or practice?

5. Are you able to provide a signed statement from a witness, such as your religious leader, fellow adherents, family, or friends, who have observed your past adherence to this religion?

Yes

No

6. If yes, please attach.

7. Requested accommodation (job change, schedule change, dress/appearance code exception, vaccination exemption, etc.) (be as specific as possible):

I understand that by signing below, I am declaring under the penalty of perjury of the laws of the United State and the state of Washington that my above statements are true, complete, and accurate and that any misrepresentations may lead to my separation of employment.

Declared this \_\_\_\_\_ (date) of \_\_\_\_\_ 2021:

\_\_\_\_\_  
Signature

Print Name: \_\_\_\_\_

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