

1. DON'T QUIT. Make them fire you.

2. Get their policy in writing

- Religious Exemption

- Developed or manufactured using aborted fetal cells

- * Even if no fetal cells in vaccine, all vaccines use them to develop and test

- * However, using this brings the risk that another will be developed without fetal cells and employee will be forced to take the new one

- Look at Civil Rights Act of 1964, Title 7, Section 12

- * <https://www.eeoc.gov/laws/guidance/section-12-religious-discrimination> Medical Exemption

- * Religion is very broadly defined for purposes of Title VII. The presence of a deity or deities is not necessary for a religion to receive protection under Title VII. Religious beliefs can include unique beliefs held by a few or even one individual; however, mere personal preferences are not religious beliefs. Individuals who do not practice any religion are also protected from discrimination on the basis of religion or lack thereof. Title VII requires employers to accommodate religious beliefs, practices and observances if the beliefs are “sincerely held” and the reasonable accommodation poses no undue hardship on the employer.

- * Examples give further guidance

- * Employer cannot, discriminate, harass or coerce

- ◆ Harassment and coercion may occur when employer asks employee to fill out multiple forms or participate in an interview/meeting

- ◆ Look at examples from Section 12 link above to discern what types of questions are harassment.

- ◆ No letter from a religious leader is needed

- ◆ If a meeting is requested, ask for questions prior to meeting so that you can be prepared ahead of time as they are prepared ahead of time.

- If they refuse to give questions ahead of time, tell them that you will only be listening and you will provide them with your responses in writing after the meeting.

- * Employer cannot question religious belief.

- ★ Accommodation of masking and social distancing should be acceptable since we have done that in the past.

- If exemption is denied, employer must prove undue hardship

- ★ Look into appeals process

- ★ Contact EEOC for a ruling

- ★ Contact Kansas Human Right Commission

- ★ Use the above for lawsuit against employer

3. Find other like-minded employees

- Work together on own time

- Let employer know there is a group of people willing to stick together

4. Use KS HB 2001

- Must accept religious exemption without question as under Federal Civil Rights Act, Title 7 above

- If they don't accept, file with KDOL

- Doesn't matter where employer is if job is in Kansas

- Applies to students in medical programs like nursing.

Make them pay for a T-Cell test (RCCFT suggestion)

- File for unemployment

5. Contact lawmakers if employer is not following the law if lawmaker is like-minded. If not, find one that is and ask for assistance. So have been willing to contact employers and schools to discuss the law with them.