



REQUEST FOR A RELIGIOUS EXEMPTION TO THE COVID-19 VACCINATION REQUIREMENT

The CMS Omnibus COVID-19 Healthcare Staff Vaccination Interim Final Rule (Rule) requires all hospital staff as defined therein to be vaccinated against COVID-19, with exemptions only as provided. The Rule allows staff who have a religious objection to the COVID-19 vaccination requirement to seek an exemption from the vaccine requirement, in which case, alternative health and safety protocols will be implemented. Terrebonne General is committed to respecting the important legal protections for religious liberty.

In order to request a religious exemption, please fill out this form. The purpose of this form is to start the exemption/accommodation process and help Terrebonne General determine whether you may be eligible for a religious exemption. You do not need to answer every question on the form to be considered for a religious exemption, but you are encouraged to provide as much information as possible to enable Terrebonne General to evaluate your request. Where there is an objective basis to do so, Terrebonne General may ask you for additional information as needed to determine if you are legally entitled to an exemption. Objections to COVID-19 vaccinations that are based on non-religious reasons, including personal preferences or non-religious concerns about the vaccine, do not qualify for a religious exemption.

Terrebonne General may consider several factors in assessing whether a request for an exemption is based on a sincerely held religious belief, including whether the individual staff has acted in a manner inconsistent with their professed belief, but no one factor is determinative. An individual’s beliefs—or degree of adherence—may change over time and, therefore, an individual’s newly adopted or inconsistently observed practices may nevertheless be based on a sincerely held religious belief. All requests for a religious exemption will be evaluated on an individual basis.

Signing this form constitutes a declaration that the information you provide is, to the best of your knowledge and ability, true and correct. Any intentional misrepresentation may lead to termination.

QUESTIONS:

1. Please describe the nature of your objection to the COVID-19 vaccination requirement.

2. Would complying with the COVID-19 vaccination requirement substantially burden your religious exercise or conflict with your sincerely held religious beliefs, practices, or observances? If so, please explain how.

3. Please provide any additional information that you think may be helpful in reviewing your request. For example:

- How long you have held the religious belief underlying your objection
- Whether your religious objection is to the use of all vaccines, COVID-19 vaccines, a specific type of COVID-19 vaccine, or some other subset of vaccines
- Whether you have received vaccines as an adult against any other diseases (such as a flu vaccine or a tetanus vaccine)

I declare to the best of my knowledge and ability that the foregoing is true and correct.

Print name

signature

date