



## COVID-19 Vaccination Policy Request for Accommodation Creed/Religious Exemption

Employee Name	
Position	
Name of Immediate Supervisor/Manager	
Phone Number/email address	

The Municipality of Clarington is committed to providing a safe working environment for all employees and therefore requires employees to be vaccinated against COVID-19, per policy H-37 Workplace COVID-19 Vaccination Policy, unless they have a valid exemption. The Municipality will comply with its human rights obligations and accommodate employees who are legally entitled to accommodation.

### Please read carefully:

- Requests for creed/religious exemptions will be considered upon completion and presentation of this form.
- A creed/religious exemption may be granted upon receipt of required documentation signed and certified by a creed/religious leader.
- The duration of the exemption is at the sole determination of the Municipality. Individuals approved for an exemption may request a recertification, if required.
- Individuals with an approved exemption will be notified in writing
- This creed/religious exemption only applies to requests for exemption from the Municipality's COVID-19 Vaccination Policy.

### Please confirm that you have read the following statements by checking the corresponding boxes:

- I authorize the Municipality to speak to my creed/religious leader about my case and to request from the leader documentation that confirms my requirement for a creed/religious exemption for the COVID-19 vaccine.
- I certify that the information I have provided is accurate and complete as of the date of this submission. I understand that I may be subject to disciplinary action if any of the information I provide in support of this exemption is false or misleading.

### Definition of Creed/Religion

The Ontario Human Rights Commission has indicated that the following characteristics are relevant when considering if a belief system is a creed under the Code:

- The belief system is sincerely, freely, and deeply held;
- The belief system is integrally linked to a person's self-definition and spiritual fulfillment;



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- The belief system is a particular, comprehensive and overarching system of belief that governs one's conduct and practices;
- The belief system addresses ultimate questions of human existence, including ideas about life, purpose, death, and the existence or non-existence of a creator and/or a higher or different order of existence; and
- The belief system has some "nexus" or connection to an organization or community that professes a shared system of belief.

### **Explanation:**

Please explain the basis for your creed/religious exemption request. If possible, please provide supporting documentation:

By my signature below, I, \_\_\_\_\_, confirm that I have filled out this form honestly and that my status as noted herein is accurate. I confirm that I will update the Municipality of Clarington in the event my status changes. I understand that if I provide false information, I may be subject to discipline up to and including termination of employment.

\_\_\_\_\_

\_\_\_\_\_

Signature of Employee

Date

### **To be completed by a Creed/Religious Leader:**

To protect the health and safety of our employees, their families and the public we serve, the Municipality is making COVID-19 vaccination a condition of employment.

I certify that (first and last name) \_\_\_\_\_ is requesting a creed/religious exemption from being vaccinated against COVID-19.



COVID-19 Vaccination Policy  
Request for Accommodation  
**Creed/Religious Exemption**

**Please provide below details of the following:**

1. The basis of the applicant's faith/beliefs which are contrary to being vaccinated against COVID-19.
2. How long the applicant has been a member of the creed/religion.
3. How long the applicant attended services and paid any applicable fees.
4. Any other relevant information.

**Explanation:**

**Religious Leader Information**

Name of Religious Leader & Title: \_\_\_\_\_

Name of Religious Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

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

Date: \_\_\_\_\_

To submit a Creed/Religious Exemption Form, please forward or scan and email a copy of the completed application to [HRVaccine@clarington.net](mailto:HRVaccine@clarington.net)

The information is used to assess and respond to requests for accommodation.

Personal Information contained on this form is collected under the authority of the Municipal Act and the subsection 25(2)(h) of the Ontario Occupational Health and Safety Act,. The information will only be used and disclosed in accordance with the Clarington COVID-19 Vaccine Policy. Questions about the collection, use, or disclosure of your COVID-19 vaccination information can be directed to the Municipal Clerk.