

Religious Exemption Intake Interview

Company – In order to better understand, tell me about your beliefs.

Employee - My father was a pastor. 2017-2019 – worship leader 2018 – lead worship team 2020 – Degree in Political Science. Truly who I am as a person.

Company – What specific practice relating to your belief do you follow?

Employee – Anything the word says. Against vaccine – family had adverse reactions. Believe body is a temple. Word talks about end times and mark of the beast. Vaccines untested, fetal cells, pro-life

Company – Have you ever received flu shot, shot for Hepatitis or shingles?

Employee – Can't speak to that as a child, parents made decisions for me. But as an adult have not taken any.

Company – Are you aware that Pfizer and Moderna do not have fetal cells? There are fetal ?? multiple generations apart. Very common drugs today have used that same testing. Like Tylenol, Ibuprofen, Albuterol. Do you use those types of medications?

Employee – I am aware that there are other supplements you can take that have those. But regardless, my personal medical history isn't relevant to the question. Do not feel comfortable under my rights under HIPPA to answer. Legally company not allowed to go to medical specialist or primary care doctor to ask that under HIPPA and don't see how that is pertinent to this vaccine. I have 3 different convictions why I don't believe in this vaccine.

Company – Do you have any religious objections to complying with the various Covid 19 safety protocols such as social distancing, face coverings or frequent hand washing?

Employee – I do not

Company – Does your religious beliefs prevent you from being tested for Covid 19?

Employee – I don't see any issues with that if it is a swab up the nose or mouth. I don't know the process but don't believe that it harms my body to do so.

Company – you did mention with regard to you don't like to put harmful things in your body. Just want to make sure I got it right. Do you abstain from smoking or drinking alcohol or using drugs?

Employee – I do not smoke. Do not believe that drinking is good and getting drunk is wrong.

Company – Just want to make sure I understand you don't smoke but you do drink but not in excess.

Employee – Correct. So, if you look at statistics of having a glass of wine monthly it says medically it is good for antioxidants in your body. I have a drink occasionally but don't practice regularly or do in excess. Anytime you do in excess biblically are sins.

Company – So you have abstained from vaccines in the past since you were old enough to make your own decisions.

Employee – Correct

Company – Any additional information you would like to share?

Employee – Since the announcement of the mandate I feel I have provided all documents as required by company policy. That includes the completion of the 4-page religious exemption and certification form. So, if you look at my rights in Title 7 of the Civil Rights Act of 1964 and the OFCCP by Dept of Labor and Equal Opportunity Act of 1972 all of those protect me from all forms of discrimination based on my religious beliefs. Also, as a resident of Kansas I am allowed the right to religious exemptions Under Executive Order 11246 as amended. As requested I have complied with everything you asked me to do to complete my requirements. I don't believe this interview is part of that. I just restated what was in the letter. I do want to state that at this time this interview is workplace entrapment. You are trying to entrap me on saying something that you can deny me this religious exemption. Also feel like harassment and discrimination. If you look at CRC Modules on harassment training – Says based on individuals view of unwelcomed behavior. Any further questions are perceived as harassment. In addition, look at Supreme Court of US they defined religion as a sincere and meaningful belief that occupies in the life of its possessor parallel to that filled by god in the lives of other persons. Can review the court decisions on the following cases 1890 Davis vs Beason 1965 US v. Seeger 1981 Thomas v. Review Board. I have done everything o comply with your requests.

Company – I am respectful and appreciate your willingness

Employee – what is timeline?

Company – Have a full plate as soon as we get thru all of the accommodations. No exact timeline. As soon as done with interviews.