

EMPLOYMENT OPT OUT FORM

Sincerely Held Religious Belief, Medical Condition, or Disability

I, _____, give the following notice, of my sincerely held religious beliefs, medical condition, or disability that exempts me from participating in testing, the new Covid injections, population genomic programs, and surveillance and tracking programs.

Regardless of mandates or employer requirements, Sections A, D, G and K of the Equal Employment Opportunity Commission (EEOC) guidance, lay out in some detail the procedures that all employers must follow with respect to setting up programs to distribute EUA (Emergency Use Authorization) products for use by employees. These measures include appropriate procedures to process disability and religious accommodation requests, requirements related to full disclosure, informed consent, and accommodations associated with mandates. Current EUA contracts for labs, are only for *symptomatic* or those who have been exposed NOT those who are asymptomatic.

Due to my sincerely held religious beliefs, medical condition, or disability, I, _____, am writing to inform you that I am aware of my rights, by law, to opt out of products for myself, including, but, not limited to: tests, medical procedures, investigational products, injections, testing centers, health data tracking and surveillance platforms, population genomics programs, diagnostic laboratories, and IT health data platforms. Participation in many of these products, medical procedures, facilities, or tests require me to waive all legal and privacy rights, and participate in a population genomics programs which requires a different kind of infrastructure to deploy at scale and release my private medical information, including genetic information, medical condition, disability, to unlimited 3rd parties, subsidiaries and affiliates, governments, hospitals, researchers, collaborators, authorities at a local, state, and federal level. This may include sharing my medical condition, disability, and genetics on an international global level.

In addition, indemnity has been removed from most companies involved, including pharmaceutical companies, vaccine manufacturers, testing labs, and diagnostic centers, who are providing medical procedures or products. Upon waiving all privacy rights, participation also removes all indemnity, legal recourse, and my legal protection to the fullest extent of the law. Without legal protection to ensure accountability in the case of harm, bodily injury, cyber security breaches, unknown risks, unknown long-term health consequences, it is my decision to opt out for sincerely held religious beliefs.

Regardless of “guidance” from local and State Health Departments, State and Federal Anti-discrimination Laws, Federal Laws protecting sincerely held religious beliefs, disabilities, and medical conditions, State Health Codes, and Federal Laws for “Emergency Use Authorization” *supersede* guidance and mandates.

Some employers misunderstand **Equal Employment Opportunity Commission (EEOC)** guidance on mandates. Regardless of whether these products are under EUA, or move into full licensure, anti-discrimination laws (both State and Federal) still apply, regardless of mandates or product authorization. **Even the EEOC stated recently, “EUA recognized protections that must be afforded to employees seeking exemption from vaccination [or other] requirements due to medical conditions or sincerely held religious beliefs”.**

The following Federal and State Laws continue to ensure protection in numerous ways; including sincerely held religious beliefs, medical conditions, disability, or other unstated condition.

- Americans with Disabilities Act (ADA),

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- Rehabilitation Act (including the requirement for reasonable accommodations and non-discrimination, based on disability, as well as strict rules about employer-mandated or employer-led medical examinations and inquiries),
- Title VII of the Civil Rights Act (which prohibits discrimination based on race, color, national origin, religion, and sex, including pregnancy),
- Age Discrimination in Employment Act (which prohibits discrimination based on age, 40 or older),
- Genetic Information Nondiscrimination Act, and
- Other Federal, State and local laws that may provide employees with additional protections.

All of the above implies, it is indisputable there must be clear communication on the right to opt out and accommodations from these medical procedures, tests, etc., for sincerely held religious beliefs, for children, persons, and employees; **without retaliation, including lowered wages, being furloughed**, or laid off, without the intervention of any element of force, fraud, deceit, duress, coercion, or undue influence on my decision.

I have not been sufficiently provided the right to opt out. In compliance with State and Federal Law, I am able to make my own informed decision on behalf of myself or a minor, under my guardianship. I am informed of the risks of these medical procedures and choose to opt out for sincerely held religious beliefs, medical conditions, or disability that exempt me from participating in testing, vaccination, population genomic programs, surveillance, and tracking programs.

While I recognize the importance of the medical response to Covid-19, I do not consent or agree to mandatory or “required” testing, the new Covid injections, or participation in numerous EUA, required, or mandated programs. I also understand I cannot be discriminated against through removal of employment, or penalized hereafter. Failure to respect this right to refuse presents a number of serious ethical, medical, economic, and legal risks.

Sincerely,

Printed Name _____

Signature _____

Minor opting out (optional) _____

Date _____

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