



**COVID-19 VACCINATION REQUIREMENT
RELIGIOUS ACCOMMODATION REQUEST FORM**

Candidates offered employment or a temporary placement at Upstate who hold genuine and sincere religious beliefs that are contrary to COVID-19 Vaccination may request a reasonable accommodation based on such beliefs. To make such a request, please complete a written statement that explains (1) the religious belief, practice or observance that is the basis for the request for a religious accommodation; (2) how the sincerely held religious belief, practice or observance conflicts with the COVID-19 Vaccination requirement; and (3) what reasonable accommodation you are requesting. Please note, SUNY Upstate reserves the right to deny requests for accommodation that are not reasonable such that they would pose an undue hardship on SUNY Upstate.

General philosophical, political or moral objections to such vaccine shall not suffice as the basis for a religious exemption.

To request a religious accommodation relating to the SUNY COVID-19 Vaccination requirement, please complete this form and submit it to your recruiter or your *[fill in who temporary employee should submit to]* who will forward your request to a committee for review. A final decision regarding your request will be communicated to you through the email address that you provide below.

Candidate Information:

LAST NAME	FIRST NAME	EMAIL ADDRESS	DATE OF BIRTH

Candidate Statement:

In the space below, please describe: (1) the religious belief, practice or observance that is the basis for your request for a religious accommodation; (2) how your sincerely held religious belief, practice or observance conflicts with the COVID-19 Vaccination requirement; and (3) what reasonable accommodation you are requesting. If additional space is needed, please attach additional pages.

You may attach supporting materials if you so choose. Examples of supporting materials include, without limitation:

- A letter from an authorized representative of the religious institution attended by you and/or literature from the religious institution explaining the doctrine/beliefs that support your request for a reasonable accommodation.
- Other writings or sources upon which you relied in forming religious beliefs relating to the vaccination.

Please note that SUNY Upstate reserves the right to request additional documentation to support a request for a religious accommodation. Also, SUNY Upstate reserves the right to deny requests for accommodation that are not reasonable such that they would create an undue hardship for SUNY Upstate.

Please check each box to acknowledge:

If my request for an accommodation is granted, and I become employed or placed at Upstate once all pre-employment/pre-placement requirements are met, I understand that I may be required to comply with SUNY Upstate's COVID-19 related health and safety protocols, which may include, but are not limited to: masking and/or enhanced PPE; working at a social distance from coworkers, patients and non-employees; working a modified schedule; undergoing periodic testing for COVID-19; teleworking; reassignment to another position; and/or temporary exclusion from certain facilities or activities in order to protect the health and safety of the campus community in accordance with relevant public health guidelines and SUNY Upstate policies. I am aware that should a COVID-19 outbreak occur, that I may be excluded from SUNY Upstate's facilities.

I certify that the above information is complete and accurate to the best of my knowledge, and I understand that any intentional misrepresentation contained in this request may result in my offer of employment or of temporary placement at Upstate being rescinded. I also understand that my request for an accommodation may not be granted if it is not reasonable or if it creates an undue hardship for SUNY Upstate Medical University.

Signature: _____ Date: _____