



Office for Equity and Diversity

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COVID-19 Vaccine Exemption (Employees)

East Carolina University is committed to diversity, inclusiveness and nondiscrimination in support of its learners and employees. As part of this commitment, the University makes every effort to accommodate religious observances and practices in accordance with our [Notice of Nondiscrimination and Affirmative Action Policy](#), unless it creates an undue hardship for the University.

Process to Request a Religious Exemption

If you object to the [COVID-19 vaccination](#), or any immunization, because it conflicts with your sincerely held religious beliefs and practices, you may apply for a religious exemption. A religious exemption may be granted if you:

- Hold a sincere religious belief which is contrary to the practice of vaccination(s);
- Complete the appropriate form to request an exemption; and
- Submit any required documentation to support the exemption request.

Your religious exemption must include a statement in your own words regarding the grounds for the requested religious exemption and the specific religious principles that guide your objection to immunization. A written and signed statement from your religious leader supporting the basis for your request against the COVID-19 vaccination may be required. General philosophical reluctance will not provide enough basis for an exception to the vaccination requirements.

The Office for Equity and Diversity (OED) will carefully review all requests for religious exemptions; however, exemptions to the vaccine requirement are not guaranteed. After the request has been thoroughly reviewed, you will be notified, in writing, of the decision regarding your requested religious exemption.

If you are granted a religious exemption, you will be required to undergo COVID-19 testing and observe all other COVID-19 health and safety protocols as required by the University. In the event of a COVID-19 outbreak or cluster on campus, individuals with exemptions may be temporarily excluded from campus activities or reassigned until the outbreak is declared to be over. In requesting an exemption to the vaccination requirement, you agree to comply with these restrictions.

If your request for a religious exemption is denied, it may be reconsidered only if new information supporting your request is provided. This decision is final and not subject to appeal. If you feel this decision violates your civil rights, you may file a complaint with the Equal Employment Opportunity Commission.

Religious exemptions must be requested annually.