

**Employee Vaccine Accommodation Verification Form (due to creed or religious belief)**

**Occupational Health** - University of Waterloo

COM 115, 200 University Avenue West, Waterloo, ON N2L 3G1

P. 519.888.4567 ext. 40538. F. 519.888.4377

Web: <https://uwaterloo.ca/occupational-health/> | E-mail: [occupationalhealth@uwaterloo.ca](mailto:occupationalhealth@uwaterloo.ca)

## Employee Mandatory Vaccination Accommodation Form Statement Of Creed/Religious Belief

Contact information (please print)	
Last name:	
First name:	
Date of birth (DD/MM/YYYY):	
Address:	
Phone number (home/cell)	

### IMPORTANT INFORMATION - PLEASE READ

The University of Waterloo ("University") requires that all students, faculty, and staff who are on campus be vaccinated against COVID-19 by September 7, 2021, unless they have an approved exemption.

In order to request an approved exemption for non-medical reasons, employees must complete this Statement of Creed/Religion form and have a leader of the Creed/Religion complete section 4 & 5, if applicable, and a Commissioner of Oaths complete section 6.

The Employee must submit the entire completed form to Campus Check-In.

Risks of not being vaccinated:

COVID-19 can result in severe illness. Those who are at particular risk of developing more severe disease or outcomes from COVID-19 are people:

- who are not vaccinated
- who are an older adult (increasing risk with each decade, especially over 60 years)
- of any age with chronic medical conditions, including: lung disease, heart disease, high blood pressure, diabetes, kidney disease, liver disease, dementia, or stroke
- of any age who are immunocompromised, including those with an underlying medical condition, such as cancer  
or those taking medications which lower the immune system, such as chemotherapy
- living with obesity, such as having a body mass index (BMI) of 40 or higher

Vaccination is one of the most effective ways to protect our families, communities and ourselves against COVID-19. Evidence indicates that vaccines are effective at preventing serious outcomes, such as severe illness, hospitalization and death due to COVID-19. A growing body of evidence indicates that people fully vaccinated against COVID-19 are less likely to have asymptomatic infection or to transmit COVID-19 to others.

Sources: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html#vaccination> ; <https://www.cdc.gov/coronavirus/2019-ncov/science/science-briefs/fully-vaccinated-people.html>

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**SECTION 1 – COVID- 19 PROTOCOLS & COMPLIANCE**

Employees who request an exemption may choose to be vaccinated at any time. Employees who are awaiting their second vaccine dose or who have received a University-approved exemption must participate in the University’s rapid screening program including reporting any test results to the University and further, must comply with COVID-19 protocols as established by government, public health or the University from time to time.

The University reserves the right to take action with respect to any individual who submits false information to the University regarding their vaccination or testing status or who fails to comply with the University’s mandatory vaccination requirements in accordance with established University policies and procedures and/or by the terms of existing contracts or collective agreements, where applicable.

**SECTION 2 – DEFINITION OF CREED/RELIGION**

Section 1 of the Ontario Human Rights Code (the “Code”) provides that every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of creed, among other grounds. Under the Code, religious beliefs and practices are included under creed. Creed may also include non-religious belief systems that, like religion, substantially influence a person’s identity, worldview and way of life.

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 fulfilment;
- 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.

The OHRC’s position is that a singular belief or personal preference against vaccinations or masks does not appear to be protected on the ground of creed under the Code.

**SECTION 3 – DECLARATION OF REQUESTER**

I, \_\_\_\_\_ am a faculty or staff member of the University of Waterloo and make oath or solemnly affirm and say as follows:

1. The requirements of the University of Waterloo’s mandatory vaccination requirement conflicts with my sincerely held convictions based on creed/religion.

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Please explain within the text box below or by way of an attached letter why your creed/religion precludes you from being vaccinated against COVID-19. Please ensure you provide background on your Creed/Religion and connect the Creed/Religion to the reason you are requesting an exemption. If possible, please provide supporting documentation published by leaders within your Creed/Religion.

2. I understand that should an outbreak occur, the Waterloo Region Public Health or the University of Waterloo may impose additional restrictions or requirements on me for health and safety reasons which may not apply to other individuals on campus who have been fully vaccinated.
  
3. I understand that the University has made available information on the benefits to vaccination, above.
  
4. I understand that the University of Waterloo may require me to follow additional health and safety protocols, including, but not limited to:
  - a. Mandatory COVID-19 rapid antigen testing.
  - b. Disclosure of test results when requested by the University.
  - c. Masking and other personal protective equipment and/or physical distancing.
  - d. Participate in educational training as mandated by the Government.
  
5. I understand that I may choose to be vaccinated at a later date and that I can schedule an appointment with Health Services to receive the COVID-19 vaccination. Information can be found at [COVID-19 Vaccine Centre](#)

More information and a collection of [Frequently Asked Questions](#) are available on the COVID-19 information website.

COVID-19 [testing, rapid screening and vaccination](#) is available through Campus Wellness for all University of Waterloo students, employees, postdocs and their family members.

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**SECTION 4 – DECLARATION OF CREED/RELIGION LEADER**

I, \_\_\_\_\_  
(Name of leader, PLEASE PRINT)

certify that I am a leader in the specified Creed/Religion and that the beliefs which are part of the Creed/Religion precludes the named individual from being vaccinated against COVID-19.

Please describe the Creed/Religion and the specific belief(s) that preclude(s) the named individual from being vaccinated against COVID-19.

**SECTION 5 – SIGNATURE OF LEADER OF CREED/RELIGION**

Name of Leader of Creed/Religion (Please print)

**Contact Information**

Street Address

P.O. Box

City/Town

Province/State/Country

Postal Code

Phone No. / Email

Signature of Leader of Creed/Religion

Date

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**SECTION 6 – SIGNATURE OF COMMISSIONER OF OATHS**

<p><b>SWORN OR SOLEMNLY AFFIRMED before me</b></p> <p>at _____ (municipality)</p> <p>on _____ (Province, State, or Country)</p> <p>on _____ (dd/mm/yyyy)</p> <p>_____ Signature of Commissioner of Oaths</p> <p>_____ Type or print name if signature is illegible</p>	<p>_____ Signature of employee</p>
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**As per section 366 of the Criminal Code, it is an offence to make a false document, knowing it to be false, with intent that a person should be induced, by the belief that it is genuine, to do or to refrain from doing anything**

I, \_\_\_\_\_, hereby attest that I have read this Statement of Creed/Religious Belief in its entirety and the information I have completed is accurate and true. I further consent to the collection, use, disclosure and retention of my personal information as outlined above.

I understand that if at any time I fail to comply with these requirements, the University will address issues of vaccination mandate violation(s) in accordance with established University policies and procedures and/or by the terms of existing contracts or collective agreements, where applicable.

\_\_\_\_\_  
Signature of employee

\_\_\_\_\_  
Date