COVID-19 Mask Requirement Employee Religious Exemption Request Form

Federal Executive Order 14042, "Ensuring Adequate COVID-19 Safety Protocols for Federal Contractors," requires most federal contractors, including the University of Georgia, to comply with COVID-19 guidance from the Safer Federal Workforce Task Force ("Task Force"). The Task Force's guidance requires that all employees and visitors (including students) in covered contractor workplaces on the University's campuses comply with the Task Force's guidance and current CDC guidance regarding mask-wearing and physical distancing. Generally, this guidance requires mask-wearing and physical distancing depending on (i) the level of community transmission of COVID-19 in the county where the workplace is located, (ii) the vaccination status of the individual, and (iii) the applicable indoor and/or outdoor setting. The Task Force guidance recognizes an exception for individuals who communicate to the University that they cannot comply with the mask-wearing requirement because of a sincerely-held religious belief, practice or observance. The purpose of this form is to determine whether you may be eligible for an exception.

To be eligible for a possible exception, you must first establish that your refusal to wear a mask is based upon a sincere belief that is religious in nature. A refusal to wear a mask does not qualify for an exception if it is based upon personal preference or political opinions.

In order to request a religious exception, please fill out this form. The University may ask for other information as needed to determine if you are legally entitled to an exception.

Signing this form constitutes a declaration that the information you provide is, to the best of your knowledge and ability, true and correct. Intentionally providing false information could result in disciplinary action.

QUESTIONS:

1. Please describe the nature of your objection to the Task Force mask-wearing requirement.

2. Would complying with the Task Force mask-wearing requirement substantially burden your religious exercise? If so, please explain how.

3. Please provide any additional information that you think may be helpful in reviewing your request.

CERTIFICATION:

By my signature below, I acknowledge that I have read and fully understand the information on this form. I understand that I am an employee or visitor (including a student) at the University of Georgia and under the Safer Federal Work Force Task Force guidance I am required to wear a mask unless I am granted an exemption. With knowledge of the above, I am requesting an exemption from the mask-wearing requirement for the reasons stated above in Question 1. I further certify that wearing a mask would substantially burden my sincerely-held religious belief, practice, or observance in the manner described above in Question 2 and that this is the reason for my exemption request. I agree that if I am granted an exemption, I will comply with the requirements as set out as part of that exemption, which includes following social distancing guidelines, among other safety requirements as the University deems necessary and appropriate.

Employee Signature:

Date

Employee Name: UGA MyID: UGA E-mail:

