

Notice of Employee Rights Regarding Religious Objection to Vaccination in Pennsylvania - Findings of the Equal Employment Opportunity Commission (EEOC):

In accordance with the December 2016 findings of the Equal Employment Opportunity Commission, we impart to you that workplace discrimination of an employee based on their religious objection to immunization is a violation of Title VII of the Civil Rights Act of 1964.

"While Title VII does not prohibit health care employers from adopting seasonal flu vaccination requirements for their workers, those requirements, like any other employment rules, are subject to the employer's Title VII duty to provide reasonable accommodation for religion," said Philadelphia District regional attorney, Debra M. Lawrence. "In that context, reasonable accommodation means granting religious exemptions to employees with sincerely held religious beliefs against vaccination when such exemptions do not create an undue hardship on the employer's operations."¹

Entities found engaging in discriminatory action can be subject to legal action and liable for applicable reparation. It is also unlawful under both the United States Constitution and the Constitution of the Commonwealth of Pennsylvania to require proof of religion such as a statement from clergy. No entity may deem the religious belief of an individual invalid simply because said entity deems the belief unreasonable, inaccurate, unfounded, illogical or inconsistent.²³

For further information regarding employee rights and discrimination, including instructions on how to file a charge, contact the Equal Employment Opportunity Commission at EEOC.gov.

¹ <https://www.eeoc.gov/eeoc/newsroom/release/12-23-16.cfm>

² <https://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/00/00.HTM>

³ <https://employment.findlaw.com/employment-discrimination/title-vii-of-the-civil-rights-act-of-1964-equal-employment.html>

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