

## **For those dealing with religious discrimination regarding forced vaccination in the workplace - PA**

### **Subject: How to deal with your Employer**

*This process has been used successfully by nurses in PA, and they want to share it in order to help others to keep their liberty and their job.*

#1. Verbalize to ANY and ALL superiors and bosses that a vaccine mandate and the forced wearing of masks is against federal and state law! Verbalize that the letter itself that was sent to you and to ALL employees is a form of intimidation, harassment and discrimination of people who with medical disabilities and religious beliefs not allowing them to participate in the practice of vaccination!

The mask is in this case a form of medical (people with claustrophobia, asthma...any other respiratory condition) and religious discrimination (a scarlet letter) which also by the way is a HIPAA violation of your own (PHI) personal health history!

Check out your facilities "influenza immunization" policy. This mandate probably goes against their own policy. If they have a mandatory influenza vaccination policy, that policy is against the law and it is not even supported by CDC recommendation.

Fear Not: SHOUT loud to anyone and everyone! The louder you shout the more trouble they will get in later! It just means you will have more witnesses ;).

#2. If they continue to pressure you to get the vaccine, put all the above into a formal letter to your boss and any superior above them to the top of the chain! You can include the human relations department if you want...service excellence...anyone and everyone!

Check out your policies and procedures and file a "grievance" or whatever your organization's equivalent process.

Include all their own policies this mandate goes against: like Antidiscrimination; Anti-harassment; RIGHT TO INFORMED CONSENT, etc.....also refer to the federal EEOC law; state PA HRC law; PA Constitution.

#3. Record every conversation you have with whom and the dates: verbal, email, mail (send certified in mail).

#4. If you do all the above and they fire you, they are in big trouble because they will be guilty of retaliation for you calling them on the carpet about the law. It will make them guilty of trying to get rid of you to cover up their disobedience of the law!