



**ENERGY NORTHWEST  
Employee Request for  
Religious Exemption/Accommodation from  
COVID-19 Vaccine**

Energy Northwest may approve a religious exemption/accommodation if the individual has an objection to the vaccine based on a sincerely-held religious belief, practice or observance, completes this form, and submits it to Human Resources. Energy Northwest is committed to providing a safe, inclusive, and supportive environment for all, and recognizes sincere observance of religious faith as it pertains to the practice of vaccination.

Energy Northwest will evaluate requests for religious exemption/accommodation on a case-by-case basis and may approve those it finds do not create an undue hardship or pose a direct threat to the health or safety of others. An approved exemption/accommodation may be subject to change based on, but not limited to, evolving safety standards, government regulations, operational needs, and other considerations.

While Energy Northwest will carefully review each request for a religious exemption/accommodation, approval is not guaranteed. After your request has been reviewed and processed, a meeting will be scheduled to discuss the request and explain if an exemption/accommodation has been granted or denied. Individuals whose requests have been denied are permitted to reapply if new documentation and information should become available.

Energy Northwest reserves the right to modify or cancel this exemption/accommodation at any time.

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Religious exemption/accommodation process:

- Read the [CDC COVID-19 Vaccine Information](#);
  - Complete and sign the following page of this form;
  - Complete the Personal Statement Form;
  - Submit the completed documents to [Human Resources](#), PE07
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**Please read and initial each of the statements below:**

	I request exemption/accommodation from the COVID-19 vaccination requirement due to my sincerely-held religious belief, practice or observance. I understand and assume the risks of non-vaccination. I accept full responsibility for my health, thus removing liability from EN to the required vaccinations.
	Should I contract COVID-19, I will <u>immediately</u> report it to my supervisor and comply with all isolation and quarantine procedures as recommended by Washington State and the CDC.
	I acknowledge that I have read the <a href="#">CDC COVID-19 Vaccine Information</a> .
	I understand and agree to comply with all EN's COVID-19 policies and procedures.
	I understand that, if approved, this exemption/accommodation is provisional and only valid while provided for under law, regulation, procedures, or policies applicable to EN, and I may need to submit a new request for any subsequent changes based on, but not limited to, evolving safety standards, policies, government laws or regulations, or EN operational needs.
	I certify the information I have provided in connection with this request is accurate and complete as of the date of submission. I understand this exemption/accommodation may be revoked and I may be subject to disciplinary action up to and including termination of employment if any of the information I provided in support of this exemption is false.

**Signature:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_



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**Personal Statement**

**Name:** \_\_\_\_\_

*In the space below, please provide a personal written and signed statement detailing your sincerely-held religious basis for your objection to the COVID-19 vaccination. Please attach additional documentation, if necessary.*

I certify that my statement above is true and accurate.

**Signature:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_



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Received by HR: \_\_\_\_\_ Date: \_\_\_\_\_  
(Name of HR Employee)

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**Decision**

**Approved**

**Denied**

**Signature:**

X

\_\_\_\_\_  
Steve Lorence

**Signature:**

X

\_\_\_\_\_  
Ryan Verhulp



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**APPROVED ACCOMMODATIONS**

(This section to be completed by Energy Northwest.)

Your religious exemption has been approved with the following accommodations, which are checked below. If an accommodation is not checked, then it does not apply to your accommodation.

<input type="checkbox"/>	Comply with Energy Northwest’s Mask Policy as found on the <a href="#">COVID-19 website</a>
<input type="checkbox"/>	Comply with the CDC 6-foot social distancing recommendation
<input type="checkbox"/>	Comply with Energy Northwest’s COVID 19 Screening Checklist as found on the <a href="#">COVID-19 website</a>
<input type="checkbox"/>	Telecommute full time
<input type="checkbox"/>	Be tested for COVID-19 at least once every seven days; and provide documentation of the most recent COVID-19 test result to Energy Northwest no later than the seventh day following the date on which you last provided a test result
<input type="checkbox"/>	Other:

**Employee’s Supervisor Notified of Decision on:** \_\_\_\_\_

**Employee Notified of Decision on:** \_\_\_\_\_

**AGREEMENT OF ACCOMMODATIONS**

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_