

1). Establishment of Religion (EoR) is a non-denominational and ecumenical movement headquartered in Austin, Texas. It is a reformist system that seeks to re-establish the moral and spiritual foundation of all current religious practices by paring away the doctrinal differences and misunderstandings created by the confusion of symbolic meanings that have strayed from original intent. Its core tenets may be summed up as:

PEACEFULNESS as expressed through non-coercion;

TRUTHFULNESS as expressed through fully informed and meaningful disclosure;

CHOICE as expressed through the right of voluntary association.

It may be described as a contemporary restatement of Truths that have been incorporated in religious traditions for millennia. Principle III from The Nine Principles: “**Establishment of Religion** does not claim to be antecedent to, nor superior to, any other religion or spiritual path. Adherents of this path are free to practice any religion or no religion; to be theist, deist, atheist, agnostic, monotheist, polytheist or syncretist. At the same time, it boldly proclaims itself within the historic tradition of reformist movements, as Jesus was among the Pharisaic class, Gautama Buddha among the Brahmins, Prophet Muhammad, Bahá’u’lláh, Martin Luther and countless others.”

“Establishment of Religion is a simple turning back to the ground of Being in ways that may be fruitfully used in our daily lives. Using the simple and easily understood standard of non-coercion, honesty in our interactions with others and voluntary association, true religion is training to harmonize ourselves with Universal Law, the spiritual laws that operate in our physical world through more refined energies than our senses may register.”

2). As stated clearly in the AFFIDAVIT OF TRUTH REGARDING RELIGIOUS BELIEF AND PRACTICE (following), “There is no restriction within the teachings of Establishment of Religion for any medical procedure that is lawful under civil authority and engaged in voluntarily. While others may have medical, philosophical or personal objections to vaccines or a particular medical practice, my right of exemption is not based on these reasons.”

My objection is based solely on the practice of coercion employed in this process; the lack of truthful disclosure of all pertinent facts surrounding the development, trials, and adverse reactions to these injections; and the attempt at forced acceptance of ethical and moral compromise I would have to make in being in nexus with corporations that have been criminally liable in previous situations, government agencies that have obvious conflicts of interest that compromise their ability to be objective as to the safety of these injections and the provable lack of transparency and honest reporting of data that recipients rely on to assess their personal health risk in participating. In each one of these enumerated instances, I am being asked to compromise my sincerely held beliefs in non-coercion, truthful disclosure of facts critical to my decision-making and the avoidance of relationships with people and institutions shown to differ radically from my moral standards. These are part and parcel of my deepest personal moral guidance. To emphasize: **my objection is to the methods used to coerce my acceptance of a product which has not truthfully disclosed pertinent facts that affect my decision and that is manufactured by corporate entities that have admitted previous criminal liability for fraud and misrepresentation. Each facet of this specific vaccine requirement therefore violates my sincerely held religious beliefs.**

3). EoR forbids the use of coercion in any interpersonal relationship and defines it as the process of applying compulsion when the party the demand is being made upon is disadvantaged in a meaningful way. While there are many circumstances that would qualify as coercive, the possibility of being

severed from employment unless the requirement in this instance is met certainly would qualify in terms of our beliefs and practices.

4). It is imperative for those evaluating this exemption as to workspace safety understand that those who have been vaccinated (and even boosted) have been shown in peer reviewed research to have comparable levels of viral load in their respiratory system. They are being hospitalized at comparable rates and past a brief window after initial vaccination, their longer term immunity actually is less robust than those with natural immunity. Multiple repeat infections (and even death) of those who have been vaccinated is common, so-called “break through infections” now reported as routine. As such, any accommodation that would differentiate between the average vaccinated employee and those who are unvaccinated is not supported by the best available research. Asking an unvaccinated employee with these religious objections to undergo a process such as repeat testing that is not applied to those vaccinated who present the same threat to the workplace could be regarded as a disparity of treatment/disparity of impact violation under EEOC guidelines and is not acceptable.

5). Either hard copy or live response (ZOOM meeting) to any additional information requests is available from EoR congregational leadership.