

**RELIGIOUS ACCOMMODATION REQUEST FORM  
FOR COVID-19 VACCINATION**

The Gavilan Joint Community College District affords equal employment opportunity for all qualified employees and applicants as to all terms of employment and prohibits discrimination against employees or applicants based on classifications protected by law, including, but not limited to, religion, creed, and religious belief, practice, or observance. Accordingly, the District provides reasonable accommodations for applicants, employees, volunteers, and students whose sincerely held religious belief, practice, or observance conflicts with an employment requirement, unless providing a reasonable accommodation would result in undue hardship on the conduct of the District's operations.

To promote a safe and healthful workplace for employees, and to promote the health and safety of students, volunteers, and employees working and learning on the District's campus and facilities, and members of the community, the District requires that all students, volunteers, and employees be fully COVID-19 vaccinated by November 15, 2021. Employees, volunteers, and students may use this form to request a religious accommodation if they have a sincerely held religious belief, practice, or observance that conflicts with the District's requirement that all students, volunteers, and employees receive a COVID-19 vaccination.

**Employee to complete the following information:**

**Section A: General Information**

Employee's/Student's/ Volunteer's Name: \_\_\_\_\_

Employee's/Student's Gavilan ID Number: \_\_\_\_\_

Employee's Job Title: \_\_\_\_\_

Employee's Supervisor: \_\_\_\_\_

Employee's Department: \_\_\_\_\_

Employee's Worksite: \_\_\_\_\_

**Section B: General Position and Worksite Information**

Please check all that currently apply to you:

- I am a District student engaged in learning on-campus
- I perform work onsite at a District campus or facility
- I interact with students, other employees, visitors, or members of the public while performing my job or volunteer duties

- I perform work in shared or communal spaces or areas where students, other employees, visitors, or members of the public may also be present

**Section C: Description of Religious Belief, Practice, or Observance**

Please describe your sincerely held religious belief(s), practice(s), or observance(s) that conflicts with the requirement that you receive a COVID-19 vaccination:

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**Section D: When did you embrace the belief, observance, or practice?**

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**Section E: When and where have you adhered to the belief, observance, or practice?**

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**Section F: How have you adhered to the belief, observance, or practice?**

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**Section G: What nature and tenets of your religious beliefs require you not to become vaccinated against Covid-19?**

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**Section H: What associated practices, rituals, or observances require you not to become vaccinated against Covid-19?**

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**Section I: Requested Accommodation**

Please describe the accommodation\* you are requesting:\*\*

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*\* Please note that an accommodation must enable you to meet the essential functions of your job.*

*\*\* Please note that the District will consider your preferred accommodation and other possible accommodations that would resolve the conflict between your religious belief(s), practice(s), or observance(s) and will select and implement the accommodation that it deems effective, which may include, but is not limited to: (1) job restructuring or job reassignment; (2) modification of work practices; (3) alteration to worksite location; and (4) personal protective equipment, such as wearing a face covering while on District premises.*

My signature below indicates that the information I have provided in this form accurately reflects my sincerely held religious belief(s), practice(s), or observance(s) and its conflict with the District's requirement that all students, volunteers, and employees receive a COVID-19 vaccination. I also understand that in evaluating my request for an accommodation, the District may require me to provide additional supporting documentation and may not grant my request if it creates an undue hardship on the conduct of the District's operations.

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Employee's, Volunteer's or Student's Signature

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Date