



## COVID-19 VACCINE MANDATE:

### Request For Accommodation Related To Creed/Religion

To protect the health and safety of our community, the University of Winnipeg (UWinnipeg) has mandated that students and employees obtain an approved COVID-19 vaccination(s) to attend classes or work on campus, use indoor recreation facilities on campus, or to otherwise access indoor campus spaces.

UWinnipeg will consider individual requests for accommodation from students and employees for whom obtaining a COVID-19 vaccine would contravene their creed/ religious beliefs.

#### PLEASE READ CAREFULLY:

- Requests for creed/religious accommodations related to the COVID-19 vaccine will only be considered upon completion and presentation of this form. **Incomplete applications will not be reviewed.**
- A reasonable accommodation may be provided upon receipt of adequate information from the Applicant if it does not represent undue hardship to the University. Please note that the accommodation provided may be through measures other than being granted access to University indoor spaces. **Completion and submission of this form does not guarantee approval of an accommodation.**
- The information provided by the Applicant must be satisfactory, as reasonably determined by UWinnipeg, in order for the University to properly consider the request for accommodation. The University reserves the right to request additional information/documentation/clarification to substantiate the request. Please allow adequate time to consider and respond to your request.
- **Do not come to campus in person unless you have received written confirmation that you are permitted to do so, or you have been vaccinated in accordance with the UWinnipeg vaccine mandate.**
- This creed/religious exemption only applies to requests for accommodation related to UWinnipeg's COVID-19 vaccination policy. If you are seeking other academic or workplace accommodations, please make a separate application in accordance with existing procedures. If you have a previously approved accommodation, you must still submit this form if you wish to be considered for a COVID-19 vaccination related accommodation.

#### Risks of Not Being Vaccinated:

- COVID-19 has a mortality rate of 2.5% in Canada, making it 25 times more lethal than the flu. COVID-19 appears to be more contagious and spread more quickly than the flu.
- Risks increase when spending time indoors with large groups of people, particularly when physical distancing is not possible.



**Benefits of Vaccination:**

- Studies have shown a significant increase in protection after two doses of a COVID-19 vaccine. Getting both doses, or a complete series, means better and longer protection from COVID-19 and a reduced chance of serious outcomes if you do get COVID-19.
- Even healthy young people should get vaccinated. COVID-19 variants are more contagious and even young people are being admitted to ICUs. But even if you don't get seriously sick yourself, you can pass COVID-19 on to others, who can continue to spread the infection.

(Sources: <https://sharedhealthmb.ca/covid19/>; <https://protectmb.ca/qa/>)

**APPLICATION:**

First and Last Name: \_\_\_\_\_

Select if you are a: Student \_\_\_\_ Employee \_\_\_\_ | Student or Employee Number: \_\_\_\_\_

Student or Employee Email Address: \_\_\_\_\_

Please explain the basis for your creed/religious accommodation request, by answering the questions below with as much detail as possible. Attach another sheet of paper if additional space is required for your answers. Staff from the Human Rights and Diversity Office may contact you for further information if needed.

1. Describe below the religion or belief system that prohibits you from obtaining a COVID-19 vaccine, and how long you have been an adherent to that religion/belief system:

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2. Describe below your particular belief(s) that would be violated by receiving a COVID-19 vaccination, and how receiving a COVID-19 vaccination would violate that belief(s):

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3. Describe below how the particular belief(s) that you described in question 2 is connected to the religion or belief system that you described in question 1:

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\_\_\_\_\_  
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4. **OPTIONAL:** Have you taken other vaccines in the past? Yes/No (circle one) How long ago? \_\_\_\_\_

If yes, please explain why you are requesting an accommodation related to the COVID-19 vaccine:

\_\_\_\_\_  
\_\_\_\_\_

**Please provide us with documentation in support of your answers to questions 1-3 above. The documentation may include (but is not limited to):**

- a declaration from your religious institution/community leader (priest, pastor, or other faith leader) (Appendix A);
- documentary or other evidence tying the belief to the religion/faith and/or explaining how that belief does not permit you to obtain a COVID-19 vaccine;
- evidence relating to your other current religious practices which demonstrates consistency of the belief.

*By signing below I certify that the information I have provided is accurate and complete as of the date of this request. I understand that I may be subject to disciplinary action up to and including termination of employment or expulsion from UWinnipeg (as applicable) if any of the information I provided in support of this request is false or misleading.*

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

Signature of Applicant (or Parent/Legal Guardian if Applicant is under 18 years of age) electronic accepted

\_\_\_\_\_

Print name of Applicant \_\_\_\_\_

Print name of Parent/Legal Guardian (if applicable) : \_\_\_\_\_

To submit a Creed/Religious Accommodation Request Form, please scan and email a copy of the completed application to **s.belding@uwinnipeg.ca**

*Your personal (health) information is collected under The University of Winnipeg Act for the purpose of processing and recording your exemption request. It is additionally collected in accordance with s.36(1)(b) of The Freedom of Information and Protection of Privacy Act and s.13(1) of The Personal Health Information Act. Questions regarding this collection may be sent to UWinnipeg’s Senior Information and Privacy Officer at [da.elves@uwinnipeg.ca](mailto:da.elves@uwinnipeg.ca) or 515 Portage Avenue, Winnipeg, MB R3B2E9. You may also wish to review: <https://www.uwinnipeg.ca/privacy/privacy/privacy-policy.html>.*



**Appendix A - DECLARATION OF RELIGIOUS LEADER**

I, \_\_\_\_\_ (*name of religious leader*) certify that, due to a religious belief and/or creed as described further below, the Applicant requires an accommodation related to the University of Winnipeg COVID-19 vaccine mandate.

**Please describe the religious belief(s) and/or creed(s) that preclude the person from being vaccinated with the COVID-19 vaccine (attach additional sheet as needed)**

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**Please explain how you know the Applicant and their belief(s)**

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**How long have you known the Applicant? Do they attend your religious services, and how often?**

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*By signing below I certify that the information I have provided is accurate and complete as of the date of this Declaration. I understand that the Applicant may be subject to disciplinary action up to and including termination of employment or expulsion from UWinnipeg (as applicable) if any of the information provided in support of their request is false or misleading.*

SIGNATURE OF RELIGIOUS LEADER: \_\_\_\_\_

Date: \_\_\_\_\_ Name of Religious Leader: \_\_\_\_\_

**Business Address:**

Unit Number \_\_\_\_\_ Street Number/Street Name/P.O. Box \_\_\_\_\_

City/Town: \_\_\_\_\_ Province/State/Country: \_\_\_\_\_

Postal Code: \_\_\_\_\_