



**STATEMENT OF CREED/RELIGIOUS BELIEF
(Employees, Volunteers or Contractors)**

MANDATORY VACCINATION FOR CAMPUS ACTIVITIES

Please email completed form to
hrvaccine@uwindsor.ca

SECTION 1 – REQUESTER INFORMATION				
Last Name		First Name		
Employee Number (if applicable)		Employee Group		
Unit Number	Street Number	Street Name	P.O. Box	Phone Number
City/Town		Province/State	Country	Postal Code
SECTION 2 – DECLARATION OF REQUESTER				
<p>1. Please explain within the text box below or by way of an attached letter why you (the Requester) are unable to be vaccinated due to your religion/creed. Please ensure you provide background on your religious belief/creed and connect the religious belief/creed to the reason you are requesting an exemption (See 'Section 2- Defining Creed'). If applicable, please complete Section 3 below, including providing supporting documentation published by religious leaders or others practicing your religion/creed. (Required)</p> <p>2. Please indicate the scope of vaccinations that are contrary to the creed/religion:</p> <p><input type="checkbox"/> All Vaccines</p> <p><input type="checkbox"/> Most Vaccines</p> <p><input type="checkbox"/> Strictly the COVID-19 Vaccine</p>				
Explanation:				

SECTION 2 – DEFINING CREED

Section 1 of the *Ontario Human Rights Code* (the “Code”) provides that every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of creed, among other grounds. Under the Code, religious beliefs and practices are included under creed. Creed may also include non-religious belief systems that, like religion, substantially influence a person’s identity, worldview and way of life.

The Ontario Human Rights Commission has indicated that the following characteristics are relevant when considering if a belief system is a creed under the Code:

- The belief system is sincerely, freely, and deeply held;
- The belief system is integrally linked to a person’s self-definition and spiritual fulfilment;
- The belief system is a particular, comprehensive and overarching system of belief that governs one’s conduct and practices;
- The belief system addresses ultimate questions of human existence, including ideas about life, purpose, death, and the existence or non-existence of a creator and/or a higher or different order of existence; and
- The belief system has some “nexus” or connection to an organization or community that professes a shared system of belief.

The OHRC’s position is that a singular belief or personal preference against vaccinations or masks does not appear to be protected on the ground of creed under the Code.

SECTION 3 – DECLARATION OF CREED/ DECLARATION OF LEADER (if applicable)

I, _____
(Name of leader, PLEASE PRINT) certify that I am a leader in the specified Creed/Religion and that the beliefs which are part of the Creed/Religion precludes the Requester from being vaccinated against COVID-19.

Please describe the Creed/Religion and the specific belief(s) that preclude(s) the Requester from being vaccinated against COVID-19.

Name of Leader of Creed/Religion (Please print)

Contact Information

Street Address

P.O. Box

City/Town

Province/State/Country

Postal Code

Phone No. / Email

Signature of Leader of Creed/Religion

Date

SECTION 4 – RISK OF NOT BEING VACCINATED

Risks of not being vaccinated:

Remaining unvaccinated may pose a serious risk to others, particularly to certain vulnerable populations. The University has obligations to protect the health and safety of students, staff, and faculty.

You may be more likely to be exposed to the COVID-19 virus than others if you live in a group setting or participate in group activities in closed/crowded spaces where the COVID-19 virus may transmit more easily.

COVID-19 can result in severe illness. Those who are at particular risk of developing more severe disease or outcomes from COVID-19 are people:

- who are an older adult (increasing risk with each decade, especially over 60 years)
- of any age with chronic medical conditions, including: lung disease, heart disease, high blood pressure, diabetes, kidney disease, liver disease, dementia, or stroke
- of any age who are immunocompromised, including those with an underlying medical condition, such as cancer or those taking medications which lower the immune system, such as chemotherapy
- living with obesity, such as having a body mass index (BMI) of 40 or higher

Vaccination is one of the most effective ways to protect our families, communities and ourselves against COVID-19. Evidence indicates that vaccines are effective at preventing serious outcomes, such as severe illness, hospitalization and death due to COVID-19. A growing body of evidence indicates that people fully vaccinated with an mRNA vaccine (Pfizer-BioNTech and Moderna) are less likely to have a symptomatic infection or to transmit COVID-19 to others.

Sources:

[https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html#vaccination;](https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html#vaccination)

<https://www.cdc.gov/coronavirus/2019-ncov/science/science-briefs/fully-vaccinated-people.htm>

SECTION 5 – ATTESTATION

I, _____ hereby attest as follows:

1. The requirements of the University of Windsor mandatory vaccination policy conflict with my creed/ religion.
2. I understand that not every belief, opinion, expression, practice or matter of conscience is a creed under the *Ontario Human Rights Code*.
3. I understand that I may be contacted for additional information.
4. I understand that should an outbreak occur, the Windsor-Essex County Health Unit and/or the University of Windsor may impose additional restrictions or requirements on me for health and safety reasons which may not apply to others on campus who have been fully vaccinated.
 - b. safety reasons which may not apply to others on campus who have been fully vaccinated.
5. I understand that the University of Windsor may require me to follow additional health and safety protocols, including, but not limited to:
 - a. Mandatory COVID testing and disclosure of test results (please see Appendix 1);
 - b. Masking and/or physical distancing; and/or
 - c. Remote working/learning.
6. I understand that I may choose to be vaccinated at a later date.
7. I request that I be exempted from the vaccination requirements of the University of Windsor.
8. I have read this Statement of Creed/Religious Belief in its entirety and the information I have completed is accurate and true.
9. I consent to the collection, use, disclosure and retention of my personal information as outlined below.
10. I recognize that the University reserves the right to take action with respect to any individual who breaches the COVID-19 Vaccination Policy, including any individual who submits false information to the University, or otherwise fails to comply with the University's mandatory vaccination requirements as outlined in the COVID-19 Vaccination Policy.

Signature of Requester

Date

Please Note: Participants who have been granted an exemption must undergo rapid testing at the University's Test Centre site(s) and receive two negative COVID-19 rapid antigen tests per seven-day period. The tests must be separated by a minimum of 72 hours (e.g., if first tested for the week on Monday at 12 p.m., the next test must occur Thursday at 12 p.m. or later in the same seven-day period). The first negative COVID-19 rapid antigen test, as part of this ongoing testing, must be taken within 72 hours before an Individual will be permitted to attend Campus(es). If you fail to participate in rapid testing as required, you will NOT be permitted to attend the University of Windsor campus or attend University of Windsor events.

In completing this form, you will be required to provide personal information including your name, email address, phone number, and identification number. Personal information on this form is collected under the authority of the *University of Windsor Act* and will be used to determine the qualification of the person identified on this form for a non-medical exemption from the requirements of the University of Windsor's vaccination requirements. If an outbreak of COVID-19 takes place, your personal information may be disclosed to the Windsor-Essex County Health Unit or other applicable Public Health Unit to assist with contact tracing efforts.

Questions about this collection should be directed to: fippa@uwindsor.ca. The University of Windsor complies with the *Freedom of Information and Protection of Privacy Act*.

Sources:

http://www.ohrc.on.ca/en/news_centre/covid-19-and-ontario%E2%80%99s-human-rights-code-%E2%80%93-questions-and-answers

<http://www.ohrc.on.ca/en/policy-preventing-discrimination-based-creed/4-creed>