

Conscientious vs. Religious Exemptions

What's the Difference?

RELIGIOUS

- For Workplace Requirements
- Sometimes for College [Covid in MN]
- Written Request for Accommodation to a Requirement
- Protected by Title VII of the Civil Rights Act & the Minnesota Human Rights Act

CONSCIENTIOUS

- For Daycare, Public School, Private School, Homeschool or College Enrollment.
- Notifies You Are Claiming an Exemption
- Requires a Notarized Statement [See MNRIGHTS.ORG/FORMS]
- Protected by MN Statute 121A.15, Title VII of the Civil Rights Act & the Minnesota Human Rights Act

DOS & DON'TS

OF RELIGIOUS EXEMPTIONS



Read Paperwork First

Read over your employer's policy/requirements first.

Keep it Simple

Write a simple & sincere statement of your personal beliefs - tailored only to the questions asked.

Accomodations

Consider adding reasonable accommodations you are offering in return- such as self screening for illness before work.



Use a Template

It communicates that your objection isn't personalized or sincere.

Argue

Scientific statements or political beliefs are not a protected class under the Civil Rights Act. You are applying for a RELIGIOUS exemption- keep it faith based.

Pay a Fee

There are numerous constitutional nonprofits that know the law best & have won these cases. They have FREE resources & representation if you follow them but are denied.



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