Policy Number: 1003

Accenture prohibits discrimination in any form and is committed to fostering a fair, equitable and inclusive workplace for all employees.  
   
Accenture is a global company. Many local laws around the world prohibit discrimination against people on the basis of personal characteristics, including race, color, ancestry, genetic information, national/regional or ethnic origin, citizenship status, religion, creed, sex, gender identity or expression, sexual orientation, pregnancy, maternity, marital or family status, age, physical or mental disability, veteran status or any other status protected by applicable local law.

We require our people to comply with such laws against discrimination. But Accenture’s ethical values go beyond legal requirements: all employees have a responsibility to ensure meritocracy and non-discrimination.  
   
Discrimination occurs when an applicant or employee is treated less favorably in the workplace based on personal characteristics—such as race, color, ancestry, national/regional or ethnic origin, religion, sex, gender identity, sexual orientation, pregnancy, age or disability—including as it relates to recruiting, hiring, compensation, assignment, promotion, discipline, termination or terms and conditions of employment

Policy Number 1508 Accenture respects the sincerely held\* religious beliefs and practices of all employees

Religious Exemption Questions

Question 1: Describe above in detail the reason(s) why you believe that Accenture's COVID-19 vaccination requirement conflicts with your sincerely held religious belief. This should include information about your religious affiliation (if any).

Question 2: Please identify above the number of years you have identified with this religious belief and describe your practice or adherence to this faith (e.g. the number of times per week you attend services or religious text study, religious based dietary practices, religious-based dress, your religious leader, or teacher, etc.).

Question 3: Please describe above the manner (if any) that the same religious beliefs that are the basis for your objection to the COVID-19 vaccine impacts or informs other aspects of your life or manifests itself in other ways of your life. Please be as specific/detailed as possible.

Question 4: Describe above the essential functions of your role at Accenture.

Please attach any supporting documentation that may be helpful in evaluating this request for accommodation.