**Religious Exemption**



 !"#$%&'

()\*+,

\*-\*



 !"#$%&'

()\*+,

\*-\*

*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).*

My sincerely held belief is that my body does not belong to me, it is the temple of God. 1 Corinthians Chapter 16 verse 19 “Or do you not know that your body is the temple of the Holy Spirit who is in you, whom you have from God, and you are not your own? For you were bought at a price; therefore, glorify God in your body [a]and in your spirit, which are God’s. My religious obligation places on me a duty of care and stewardship over my body and that of others for human life is sacred.

Firstly, life is sacred. Though the manufacturers have claimed that he mRNA COVID-19 vaccines do not use fetal cell cultures for manufacture, they affirm that fetal cells were used early in the process for “proof of concept” Also they justify the practice claiming that this has been done in good conscience to save lives of many which compensates for the initial evil of abortion. This same corporations have largely stopped testing of pharma and cosmetics on animals as to not offend the animal rights advocates.

Secondly my religious obligation places on me a duty of care and stewardship over my body and for this reason, I care for and protect my body from what I believe (from all available scientific data, not limited to what is agreed to by AMA, FDA, CDC) that has potential to cause harm or alter original function of body organs or mind. For this reason, I have given a few examples below (not an exhaustive list) things I do NOT

* smoke cigarettes,
* take cocaine, cannabis, marijuana etc. even though some of these have been legalized.
* use birth control pills that alter body’s natural rhythm by affecting timing of release of an egg.

mRNA vaccines work differently from earlier vaccines teaching our cells to make spike protein which our immune system is then expected to respond to and protect the body. Though adjudged safe by CDC, it has not been tested over a long enough period to ascertain its side effects. It is at best experimental.

With the availability of proven alternative methods of protection and treatment from the virus, I have selected to go with a lower risk protection and treatment method which has so far proved effective using medicines that have decades of track record.

I sincerely hope that Accenture as a law abiding employer will appreciate and accommodate my sincerely held religious belief for which employers are required to provide reasonable accommodation as provided for by Title VII of the Civil Rights Act of 1964. (Title VII of the Civil Rights Act of 1964, requires private companies to make “reasonable accommodations” for workers who have “**sincerely held**” religious beliefs that conflict with vaccination.) A protection also provided for in the first amendment to the US constitution stating that Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof.

I have provided answers to questions 2 to 4 for your education and enlightenment. It is concerning that Accenture should require such detailed level of information of an employee’s private religious practice as this opens the door to discrimination going against Accenture policy 1003.

Accenture abides by local laws around the world that 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.

Policy also states that Accenture’s ethical values go above and beyond these legal requirements in ensuring nondiscrimination.

*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.).*

* My religious leader - Jesus Christ the Nazarene. (The bible in Colossians Chapter 1 verse 15 & 16 says, He is the HEAD of the body made up of his people, his church, which he founded.)
* Religious Text - The Bible
* Weekly Service Attendance Times: As desired. I find this an irrelevant question only of significance to persons largely ignorant of the Christian faith. My body is the temple of God, the Holy Spirit, the third person of the God head lives within me. (1 Corinthians chapter 16 verse 19.)
* How often do I pray – I am a tripartite being made of body soul and spirit. So between my body, soul and spirit, I am in constant (24/7)communication with God ; which is the definition of prayer (Bible commands in 1 Thessalonians chapter 5 verse 17 ‘Pray continually. Pray without ceasing. Never stop praying.)

*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.*

How my religious beliefs which have formed the basis for my objection to COVID-19 have impact my character and other aspects of my life especially as it relates to my work in Accenture.

1. On the job and in all my interactions, I treat all people same irrespective of their race, color, creed, political persuasion, opinion on vaccination or other personal medical issue.

Bible says in James Chapter 2 verse 9: but if you favor some people over others, you are committing a sin. You are guilty of breaking the law. (New Living Translation)

1. I give my very best effort to every Accenture assignment. Because the bible says in Colossians Chapter 3 verse 23 Whatever you do [whatever your task may be], work from the soul [that is, put in your very best effort], as [something done] for the Lord and not for men, (Amplified Bible)
2. I pride myself in my diligent service to my Accenture clients knowing that therein lies my greatness as the bible says Matthew Chapter 23 verse 11 ‘The greatest among you must be a servant.’
3. I treat others the way I want to be treated. Jesus’ teaching in the bible, Matthew Chapter 7 Verse 12, ‘Do to others whatever you would like them to do to you. This is the essence of all that is taught in the law and the prophets.’

Provides the platform for me to respect opinions that are different from mine. Hence, I would respect a person’s decision to not take the vaccine, knowing that with alternative treatment and prevention methods available their decision is neither unreasonable, irresponsible, or irrational. I respect their right and willingness to use their God provided brains to research many scientific sources and think for themselves outside the box; which is the very reason why Accenture has been so successful. Accenture resources have thought outside the box for years to solve client problems, why are we not allowed to think for ourselves when it comes to our personal health.

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

I am a manager in Accenture’s Tax Strategy and Consulting Practice, providing expertise and utilizing technology to enable clients achieve strategic tax outcomes with full compliance to tax regulations.