

EEO REQUEST FOR RELIGIOUS ACCOMMODATION

Greetings,

This letter provides my official notice and formal request for religious accommodation and exemption from any and all mandated “vaccinations” and/or other medical/healthcare treatment requirements, and/or testing, etc. This request is made under Title VII of the Civil Rights Act of 1964,¹ and also claims the protections of the Genetic Information Nondiscrimination Act of 2008,² both commonly enforced by the Equal Employment Opportunity Commission (EEOC),³ as per 29 CFR 1614.⁴

This request includes vaccines and those treatments described as “vaccines” that may, or may not, meet the legal, technical, and/or medical definition, etc. of a “vaccine” as historically defined. This request includes but is not limited to, those treatments utilizing stem cells, fetal, adult, and/or other human tissue, as well as those utilizing CRISPR and/or any other genetic engineering technology, whether at cellular, mitochondrial, molecular, chromosomal, gene, and/or any other bodily levels, whether utilizing RNA, mRNA, DNA, or any other genetic component(s) utilized for splicing, messaging, coding, etc. of or to the human genome, including both naturally arising and/or artificial/synthetic derivatives.

I hereby attest that I possess “strongly-held religious beliefs”⁵ about this matter as defined by ubiquitous case law and long-recognized EEO precedent. First, the current bio-engineered and deceptively defined “vaccine” products are known to utilize, or utilize research from, cells of aborted/murdered children, which is unconscionable to the Bible believer.⁶ Second, and perhaps even more egregious, they tamper with the genetic coding and messaging of the human genome as designed/intended by our Creator.⁷

This causes serious and grave concern since end-stage genetic contamination of humanity is prophesied in both Old and New Testament eschatological passages of the Holy Bible.⁸ These truths are contained in biblical hermeneutics that may or may not be readily understood by the average reader, and in fairness, even divide Judeo-Christian scholars between “Angelic” and “Sethite” hermeneutical schools of thought.⁹

As an ordained Gospel minister, Bible teacher, and founder of Zion’s Roar Ministries,¹⁰ my accompanying signatory, Rick Wagnon¹¹ (along with many other well-known scholars, ministers, and teachers holding the “Angelic” hermeneutic from the Masoretic Hebrew and Septuagint Greek source texts, as well as the early Ante-Nicene Church Fathers and Jewish rabbinical authorities) has studied, taught, and warned of these prophesied events for many years prior to the arrival of the currently unfolding situation.¹²

I strongly believe that these prophesied events are beginning to unfold in our day in the form of genetically engineered products advertised as “vaccines.” Efforts to force these products onto an unsuspecting populace by way of employer mandates also lay the groundwork for biblically prophesied tyrannical governmental structures and global economic oppression.¹³ I will not be party to these rapidly progressing events and reiterate that these convictions are my strongly held religious beliefs and not a disingenuous attempt to avoid “vaccination” compliance.

As you know, EEO law prohibits workplace discrimination, exclusion, segregation and/or classification that adversely affects employees making such religious claims. This includes calculated factors such as assignments, shifts, promotions, raises, furloughs, layoffs, reduction in force, and/or terminations, etc.¹⁴

In addition, harassment, retaliation, and/or undesired disparate treatment/impact based on such employees exercising EEO protected religious exemptions are likewise prohibited, whether executed electronically, in-person, or otherwise, by the employer, supervisor, co-workers, vendors, or other work-related parties, etc.¹⁵

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In addition to federal EEO law, there are Constitutional questions regarding “vaccination” mandates issued by government and/or the utilization of private employers as “agents of government” acting “under color of law.” This includes the Constitutional “separation of powers” doctrine for executive, legislative, and judicial branches,¹⁶ as well as the Tenth Amendment, to wit:

*The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people.*¹⁷

For example, the Oklahoma State Constitution can arguably be said to go beyond the US Constitution in the protections of religious freedom. It requires “perfect” toleration of my religious sentiment without “ever” being “molested” and prevents any “test” as to my religious beliefs:

*Perfect toleration of religious sentiment shall be secured, and no inhabitant of the State shall ever be molested in person or property on account of his or her mode of religious worship; and no religious test shall be required for the exercise of civil or political rights. Polygamous or plural marriages are forever prohibited.*¹⁸

Religious liberty is the basis of our nation’s founding as illustrated in the US Declaration of Independence:

*We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.*¹⁹

This belief was further memorialized in the First Amendment of the US Constitution:

*Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.*²⁰

These freedoms are so strongly rooted in the American system of law, that furthermore, USC 42 § 1983, provides for civil damages against both public and/or private sectors acting under the “color of law” to deprive any person of these liberties, to wit:

*Every person who, under color of any statute, ordinance, regulation, custom, or usage, of any State or Territory or the District of Columbia, subjects, or causes to be subjected, any citizen of the United States or other person within the jurisdiction thereof to the deprivation of any rights, privileges, or immunities secured by the Constitution and laws, shall be liable to the party injured in an action at law, suit in equity, or other proper proceeding for redress, except that in any action brought against a judicial officer for an act or omission taken in such officer’s judicial capacity, injunctive relief shall not be granted unless a declaratory decree was violated or declaratory relief was unavailable. For the purposes of this section, any Act of Congress applicable exclusively to the District of Columbia shall be considered to be a statute of the District of Columbia.*²¹

And again, the Oklahoma Constitution guarantees the liberty to work and enjoy the fruits of one’s labor:

*All persons have the inherent right to life, liberty, the pursuit of happiness, and the enjoyment of the gains of their own industry.*²²

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I would encourage all public or private employers to seriously consider the implications and potential repercussions of “vaccination” mandates in the workplace. Many Americans are preparing to exercise and defend the legal rights and privileges guaranteed to them by state and federal Constitutions and laws. While not personally litigious in nature, nor currently represented, I have knowledge of Christian legal counsel, law firms, and organizations specializing in the defense of religious freedoms, and I will also stand up for America’s religious liberty should it become necessary.

While it is my belief that employers should not engage in mandatory “vaccinations,” I recognize that some have and will inevitably do so. If you are firm in your convictions to persist in such a course of action, I will yet thank you for honoring this EEO request for religious accommodation and for enforcing those workplace protections guaranteed to me by state and federal Constitutions and law, including those protections from any retaliatory or discriminatory repercussions for initiating this EEO request.

Sincerely,

Employee Signature: _____ Date: _____

Employee Printed Name: _____ ID #: _____

Supporting Ministry Signatory:



Rick Wagnon
Rick Wagnon, MSM
Zion's Roar Ministries
www.zionsroar.com

Endnotes & References:

¹ Title VII of the Civil Rights Act of 1964
<https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>

² The Genetic Information Nondiscrimination Act of 2008 (GINA)
<https://www.eeoc.gov/statutes/genetic-information-nondiscrimination-act-2008>

³ The Equal Employment Opportunity Commission (EEOC)
<https://www.eeoc.gov/>

⁴ Code of Federal Regulations: 29 CFR 1614
<https://www.govinfo.gov/content/pkg/CFR-2007-title29-vol4/pdf/CFR-2007-title29-vol4-part1614.pdf>

⁵ “What You Should Know About COVID-19, the ADA, the Rehabilitation Act and Other EEO Laws”
https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?mkt_tok=eyJpIjoiTkRZek1EZ3haVEpqTnpNeilslnQiOiJvdVFBRjk4NU05UGJ5RFIMdFNiS0FllellZU1VuY1A1V0dyUExmSDNZdkxjNndVMnlhQkQyc3UraUxaMzN5SVwvczJ1eHNVOWNgR3plQUtKdJJXanJqcE13bXAYWUQ0c1wvQ0ZkeWVvKThd3a1FxrKjYeldjZjI2cFJ6OWlxZ221HUIZNI0%3D

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⁶ The Holy Bible, King James Version – *Note: Provided as a non-exhaustive sampling of Scripture*
Jeremiah 1:5; Exodus 20:13; 21:22-25; Genesis 9:6; Numbers 35:30; Psalm 10:8; 94:6; 139:12-16; Mark 7:21

⁷ National Human Genome Research Institute
<https://www.genome.gov/>

⁸ The Holy Bible, King James Version – *Note: Provided as a non-exhaustive sampling of Scripture*
Genesis 1:27; 6:1-4; Matthew 24:37; Luke 17:26; Daniel 2:43; Isaiah 40:23-24; Ephesians 6:12; Revelation 13:16-17

⁹ The Holy Bible, King James Version
Genesis 6:1-4 “Sons of God” as either fallen angels (“Angelic” view), or human descendants of Seth (“Sethite” view)

¹⁰ Zion’s Roar Ministries | Home
www.zionsroar.com

¹¹ Zion’s Roar Ministries | About Us
www.zionsroar.com/about

¹² Zion’s Roar Ministries | Video
www.zionsroar.com/video Scroll to “Mingled Seed” for a recent comprehensive overview (4 hours)

¹³ The Holy Bible, King James Version – *Note: Provided as a non-exhaustive sampling of Scripture*
Revelation 13 (see specifically v16-17); 1 Corinthians 3:16-17; Revelation 14:9-11

¹⁴ “What You Should Know About COVID-19, the ADA, the Rehabilitation Act and Other EEO Laws”
https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?mkt_tok=eyJpIjoiTkRzek1EZ3haVEpQ_TnpNeilsInQiOiJVdVFBRjk4NU05UGJ5RFIMdFNiS0FllellZU1VuY1A1V0dyUExmSDNZdkxjNndVMnlhQkQyc3UraUxaMzN5SVwvczJ1eHNvOWNqR3pIQUtKdJXanJqcE13bXAYWUQ0c1wvQ0ZkeWVvKThd3a1FxrKjYeldjZjI2cFJ6OWlxZ221HUIZnIn0%3D

¹⁵ Ibid.

¹⁶ Separation of Powers Doctrine
https://www.law.cornell.edu/wex/separation_of_powers

¹⁷ United States Constitution, 10th Amendment | Rights Reserved to States or People
<https://constitutioncenter.org/interactive-constitution/amendment/amendment-x>

¹⁸ Oklahoma State Constitution, Article 1 § 2 | Religious Liberty
<https://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=84803>

¹⁹ United States Declaration of Independence
<https://www.archives.gov/founding-docs/declaration-transcript>

²⁰ United States Constitution, Bill of Rights | First Amendment Freedom of Assembly, Religion, and Speech
<https://www.archives.gov/founding-docs/bill-of-rights-transcript>

²¹ United States Code: 42 USC § 1983
<https://www.law.cornell.edu/uscode/text/42/1983>

²² Oklahoma State Constitution, Article 2 § 2 | Inherent Rights
<https://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=84809>