Request for Accommodation: Religious Exemption from Vaccination

Please complete and return to (insert@email). If you prefer not to complete this form, please contact Human Resources to schedule a phone or virtual meeting to make your accommodation request and engage in interactive dialogue. EssilorLuxottica will reasonably accommodate sincerely held religious practices and beliefs of its employees and prospective employees in compliance with federal and state law. However, EssilorLuxottica is not obligated to grant an accommodation specifically requested by an employee or prospective employee in every circumstance.

Under federal law, "religion" is broadly defined. It includes traditional, organized religions such as Christianity, Judaism, Islam, Hinduism, and Buddhism. A religious belief may be individualistic, and it also includes religious beliefs that are new, uncommon, not part of a formal church or sect, or only held by a small number of people. Social, political, or economic philosophies, or personal preferences, are not "religious" beliefs under federal law.

To be completed by employee				
Name	:	_EssilorLuxottica ID:		
Date o	of request:			
Immed	diate supervisor:			
1.	Below, describe the religious religious accommodation.	s belief, practice, or observance that is the basis for your request for a		
2.	Briefly explain how your sind COVID-19 vaccination require	cerely held religious belief, practice, or observance conflicts with the rement.		

Employ	yee signature:	_ Date
Employ	vee signature:	Date:
religiou unders provide that Lu	us beliefs and practices, which result in this requestand that the accommodation requested above ma	
5.	If the request for accommodation is temporary, pl is no longer needed:	ease identify the anticipated date the accommodation
4.	Describe any alternate accommodations that mig	ht address your needs.
3.	briefly describe the accommodation you are requ	esung.