



# How to File a Discrimination Complaint

We have been in close contact with Pacific Justice Institute (PJI), a non-profit legal defense organization that will be helping us to organize our case and take legal action. If you would like to file a discrimination claim against the state, please take the steps outlined below by PJI. These are the first steps necessary for building a legal case.

The first steps for any health care workers who want to request a religious accommodation under Title VII to be exempted from the NY vaccine mandate:

1. **Review PJI's guide to drafting a letter** requesting a religious accommodation from an employer. Access the [PJI Covid Vaccine Resource Page](#).

2. **Draft a letter stating your religious objection**, *i.e.* why you cannot in good conscience receive the vaccine without violating your religious beliefs.

*Examples include the vaccines' ties to abortion (fetal stem cell lines derived from an aborted fetus), or the belief that their body is a temple based on Scripture and the injecting a vaccine into your body.*

3. **Submit your letter to the HR department** at your place of employment. They will likely reject this due to following the state mandate.

4. **Receive your expected denial from the hospital.** Hold on to your rejection letter as you will need this in order to file a formal complaint.

5. **File a complaint with EEOC and request a right to sue letter.** [Click here](#) for information on how to file a Charge of Employment Discrimination with EEOC.