

Chairman Lipps, Vice Chair Holmes, Ranking Member Russo, and Members of the House Health Committee, thank you for the opportunity to provide proponent testimony on House Bill 248.

My name is Caleb Morton and I am a doctor. The reason I support House Bill 248 is because to require anyone to receive any vaccination, medical procedure, or any other treatment goes against the Civil Rights Act of 1964. Furthermore, to prevent anyone from employment or access to a place of business, school, or any other location due to not providing proof of vaccination can be a violation of Religious freedom, which also violates the Civil Rights Act of 1964.

So either the Civil Rights Act is null and void and should be completely erased or you need to continue enforcing the protections it provides.

I have included the sources below.

Per the U.S. Equal Employment Opportunity Commission, "Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on religion. This includes refusing to accommodate an employee's sincerely held religious beliefs or practices unless the accommodation would impose an undue hardship (more than a minimal burden on operation of the business). A religious practice may be sincerely held by an individual even if newly adopted, not consistently observed, or different from the commonly followed tenets of the individual's religion."

<https://www.eeoc.gov/laws/guidance/what-you-should-know-workplace-religious-accommodation#:~:text=Yes,on%20operation%20of%20the%20business>

The Anti-Defamation League states the following information from the same law: "employers cannot refuse to hire a person or fire an employee based on a desire to avoid a prospective religious accommodation." In addition, "employees do not have to justify or prove anything about their religious belief to the employer (for example, the employee need not provide a note from clergy): an employer is required to accommodate - subject to the undue hardship rule - any of the employee's sincerely-held religious beliefs."

<https://www.adl.org/sites/default/files/documents/assets/pdf/civil-rights/religiousfreedom/religiousaccomodworkplace/religiousaccommodwkplacerevised07-29-15.pdf>

Thank you once again for this opportunity to provide testimony on the need for and urgency of House Bill 248.

Sincerely,  
Caleb Morton DC