

What to do if you are denied a religious exemption 9.19.21

Anyone who was denied a religious exemption should 100% file an appeal with HR, send a complaint of discrimination to:

- HR
- Risk Management
- Any other reporting system available to you at your facility

Look up if your facility has a policy on “harassment, discrimination, bullying and retaliation.” They SHOULD have one and I guarantee you they are violating their own policy. This is a piece of info that EVERYONE should be arming themselves with!

Complaints of “harassment, discrimination, bullying and retaliation” should also be filed with:

<https://www.dfeh.ca.gov/>

www.eeoc.gov

As I stated in our meeting, when you file a complaint with the EEOC you now have supporting proof that you have been victim of “harassment, discrimination, bullying and retaliation.” which now serves as support and evidence should you need to file for unemployment if you (God forbid) get fired.

There is power in numbers and the best way to fight all of the hurdles we are being face with is to HAVE the knowledge and arm yourself with more. I am providing you all with resources to defend yourselves so PLEASE use it.

As you know the bullying, harassment, discrimination, retaliation and the like should be reported. Most will not report for fear of retaliation. Hospitals have ZERO tolerance for the above mentioned...so they say. They should even have a policy, that I STRONGLY recommend you look up and save to your desk top at work (since you can not remove or share proprietary contents, material, electric or otherwise. So please do not email to your home email or take information off campus or you risk termination).

I highly recommend reporting ANY and ALL forms of the above mentioned to the following agencies as well:

Be sure to send a detailed/factual/photos/proof of the incident (dates/times/what was said or did /who said or did it/witnesses etc:

-file an official complaint with the medical board here:

<https://www.dca.ca.gov/consumers/complaints/medbd.shtml>

-file a civil rights complaint here: <https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html>

-report incident here as well: <https://www.icandecide.org/blow-the-whistle/#wpcf7-f1317-p1105-o1>

-If complaint is against A Doctor you can file here as well: <https://www.dca.ca.gov/consumers/complaints/medbd.shtml>

-If your complaint is regarding a nurse or any admin that is a "Registered Nurse" you can file to the BRN here: <https://rn.ca.gov/enforcement/complaint.shtml>

IF YOU ARE PART OF A UNION, I STRONGLY RECOMMEND YOU KNOW YOUR CONTRACT. YOU PAY FOR IT SO KNOW HOW IT CAN HELP YOU!

I was asked a very great question regarding the potential lawsuit so I am sending this explanation to you so you and everyone else can have clarity.

“What are we actually suing for?” The answer is this: We are suing for “Employment Law Matter”

Here is an explanation of what that actually means:

Employment law is the area of law that governs the employer-employee relationship. Therefore, if the business has more than one employee, then the business likely uses employment law. This area is made up of both state and federal laws and includes many different subjects with the common goal to protect workers' rights. For employees, these laws work to:

Prevent discrimination

Promote health and safety

Establish a minimum required level for economic support

Prevent work disruption due to disputes between labor and management

Just one well-known example is Title VII. This is a federal statute included as a part of the Civil Rights Act of 1964. This famous law prohibits employment discrimination based on a person's race, color, religion, sex, or national origin. This means that these aspects can't legally be considered when hiring, firing, promoting, compensating, or in any other aspect of employment.

Another well-known example is the Fair Labor Standards Act or FLSA. This crucial piece of federal legislation was enacted during the Great Depression when workers often suffered long hours, harsh conditions, and unjust pay. The FLSA established a federal minimum hourly wage and child labor laws for certain industries. When the FLSA was enacted in 1938, the minimum hourly wage was only \$0.25. In 2020, the federal minimum wage is \$7.25 an hour. Many states, however, have higher minimum wages than that set by the FLSA. Some state-mandated minimum wages are as high as \$13.50 per hour (such as in Washington).

PLEASE READ MORE DETAILS HERE:

<https://study.com/academy/lesson/what-is-employment-law-an-introduction-to-employment-law.html>

So if you are still on the fence, hopefully this provides clarity so that you can submit your contract before you regret NOT doing it.

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"Trying is lying. There is no such thing as trying. You do it or you don't. You get results in life or you have excuses why you didn't. When people say, 'I'll try,' they usually mean, 'I'm not going to do it now.'"