

RELIGIOUS EXEMPTION STATEMENT

Title II of the U.S. Civil Rights Act and the California Unruh Act Ca. Civ Code § 51, 52, 54 and 57 protect the expression of religious liberty in ALL places of public accommodation, including this establishment, regardless of whether there are membership dues or not.

No private policy or municipal code supersedes established law.

Ca. Civ. Code § 52 provides for automatic minimum PENALTIES of \$4,000 whenever the Unruh statute is violated, *even without discriminatory intent*.

Under Ca. Civ. Code 54.3, plaintiffs may seek damages that are three times the amount of actual damages for each violation.

The Department of Fair Employment and Housing is the state agency charged with enforcing California's civil rights laws, protecting people from unlawful discrimination. The DFEH has clearly confirmed that "**Civil rights are in effect during a pandemic.**" (See dfe.ca.gov)

California's Tom Banes Act, which is Ca. Civil Code § 52.1 allows for a civil claims of \$25,000 per occurrence against an individual who interferes with constitutional and civil rights (as protected by state and federal civil law in the United States).

PART I: To be Completed by Individual

Name: _____ Date of request: _____

Description of RELIGIOUS EXEMPTION (as protected by law)

Describe requested accommodation (as required by law)

My religious beliefs and practices, which result in this request for a religious accommodation, are sincerely held.

Signature: _____ Date: _____

PART II: To be completed by authorized representative of business or establishment:

NAME: _____

Title: _____

Approved: _____ Denied: _____

DATE: _____

COMMENTS: _____

LEGAL NOTICE:

The Attorney General of United States Department of Justice states:

1. Religious liberty is a foundational principle of enduring importance in America, enshrined in our Constitution and other sources of federal law.
2. The Supreme Court has repeatedly declared “Religious beliefs need not be acceptable, logical, consistent, or comprehensible to others in order to meet First Amendment protection.” They must merely be sincere. *Frazer*, 489 U.S. at 834
3. The free exercise of religion includes the right to act or abstain from action in accordance with one’s religious beliefs.
4. The freedom of religion extends to persons and organizations.
5. Americans DO NOT give up their freedom of religion by participating in the marketplace, partaking of the public square, or interacting with government.

ANY QUESTIONS ABOUT THIS MEMORANDUM OR THE APPENDIX SHOULD BE ADDRESSED TO THE OFFICE OF LEGAL POLICY, U.S. DEPARTMENT OF JUSTICE, 950 PENNSYLVANIA AVENUE N.W., WASHINGTON, D.C. 20530, PHONE (202) 514-4601.