

ANG SUPPLEMENTAL COMMANDER ENDORSEMENT MEMORANDUM

MEMORANDUM FOR DIRECTOR, AIR NATIONAL GUARD

THROUGH: Adjutant General or Assistant Adjutant General, Air

FROM: Group/Wing Commander, **Unit**

SUBJECT: Commander's Endorsement, Religious Accommodation Request for  
**[Member's name, rank and unit of assignment]**

1. **[Member's name, rank and unit of assignment]** requested a religious exemption from the requirement to receive the COVID-19 vaccine **[include any other vaccines from which the member is seeking an exemption]** and I recommend **approval/disapproval**. I reviewed the individual circumstances surrounding this request and conclude there **is/is not** a compelling government interest sufficient to require this member to comply with the vaccine mandate, and there **are/are not** less restrictive means available to achieve the compelling government interest. The chaplain's memorandum and RRT determined that this member's request **is/is not** based upon a sincerely held religious belief, and that requiring compliance with the COVID-19 vaccine mandate **would/would not** substantially burden the member's beliefs. The RRT recommended **approval/disapproval** of the request. [As appropriate, commanders may state whether they believe a member's belief is sincerely held and/or whether a substantial burden exists.]

2. The following information is provided about the member's duties and accommodation request:

- a. Status, e.g., DSG, AGR, federal technician;
- b. AFSC; member's duties, and any supervisory responsibilities;
- c. Workspace, e.g., individual office, shared office, cubicle, flight line, SCIF;
- d. Number and duration of in-person contacts member has in a duty day/week in workspace;
- e. Separation date, if relevant;
- f. Any other facts relevant to the religious accommodation request.

3. COMPELLING GOVERNMENT INTEREST: I determine there **is/is not** a real, not theoretical, adverse impact to military readiness, unit cohesion, good order, discipline, public health, safety, or other military requirements if this member remains unvaccinated. I considered the following factors specific to **[Member's]** request: [Commanders should address any factors in paras a.-f. below that are relevant to their determination of whether a compelling government interest exists **in requiring this individual** airman's vaccination. This is not an exhaustive list. Commanders should consider any other factors they deem relevant. This section must establish a compelling interest for each vaccine from which the member is seeking an exemption; sometimes this will require discussion of factors that may apply to one vaccine but not others. It is important to link the factors below to the member's individual circumstances discussed in paragraph 2.]

a. *Military Readiness*. **[Relevant facts may include]**: Whether the member is actually deployable, and, if so, current deployment status; whether the member is required to go TDY or attend in-person training; requirement to conduct duties in person (e.g., leading an organization, piloting an aircraft, or patrolling an installation); extent of interaction with other airmen and/or the public; effects of any previous absences and/or projected impacts of future absences, including absences caused by the applicant becoming ill or causing their in-person contacts listed in paragraph 2 to become ill.

b. *Unit Cohesion, Good Order and Discipline*. **[Relevant facts may include]**: Would granting or denying this request create any perceived favoritism; would this require the reassignment of duties; impact on commanders' ability to enforce lawful orders.

c. *Health and Safety of the Member and Unit*. **[Relevant facts may include]**: Whether any of the civilian or military workforce or their family members are high risk and/or have concerns about exposure to unvaccinated airmen.

d. *Mission Related Circumstances*. **[Relevant facts may include]**: Unit operational tempo; unit location and threat level, including local concerns such as COVID-19 rates (or other diseases, as appropriate) and availability of medical treatment facilities, including if deployed.

e. *Cumulative impact* of multiple requests for the unit/wing. **[Relevant facts may include]**: Potential mission impact of multiple requests within the same AFSC, unit, or wing.

f. *Previous decisions* on similar requests. **[Relevant facts may include]**: Decisions on other requests, including for other than religious reasons.

4. LESS RESTRICTIVE MEANS: I determine there **are/are not** any less restrictive means available that would be as effective as vaccination, from my perspective as a commander, in furthering the compelling government interest. **[Discuss relevant less restrictive means considered.]**

a. *Use of PPE*. **[Relevant facts may include]**: Whether using PPE would be as effective as vaccination in light of the member's specific duties.

b. *Telework*. **[Relevant facts may include]**: Whether the member's duties may be performed as effectively by telework without mission degradation.

c. *Any other* less restrictive means considered.

NAME, Grade, Unit  
Group/Wing Commander

Subsequent Command/ATAG/TAG Endorsement:

I recommend [approval/disapproval] of [Member's] religious exemption. As [Commander X] determined, a compelling government interest exists for the COVID-19 [include any other vaccines from which the member is seeking an exemption] immunization requirement. Further, as [Commander X] determined, granting the exemption [would/would not] impact member's ability to carry out required military duties. The restriction on member's sincerely held religious beliefs [does/does not] use the least restrictive means with respect to the member to achieve the compelling government interest.

NAME, Grade, Unit  
Commander/ATAG/TAG

**[If a commander disagrees with their subordinate's recommendation, the commander must provide details as to why they disagree.]**