

"Know ye not that ye are the temple of God, and that the Spirit of God dwelleth in you? If any man defile the temple of God, him shall God destroy; for the temple of God is holy, which temple ye are."

-- 1 Corinthians 3:16- 17



Pastor Ricardo Beas  
Yuma County, Arizona, USA  
[RicardoBeasV@hotmail.com](mailto:RicardoBeasV@hotmail.com)

Date

ATTENTION:

Specific Contact Person

Human Resources Department

Legal Department

Organization/Entity

RE: **DISCIPLE'S NAME**

**UNWARRANTED DENIAL OF RELIGIOUS EXEMPTION TO VACCINATION  
AND OTHER COVID-19 OR SIMILAR VIRUS REQUIREMENTS AND RESTRICTIONS**

**NOTICE TO AGENT IS NOTICE TO PRINCIPAL**

**NOTICE TO PRINCIPAL IS NOTICE TO AGENT**

To All Parties Referenced Above,

My name is Ricardo Beas and I am the Pastor of the Natural Law Church of Health and Healing, and I was advised by **DISCIPLE'S NAME**, a Disciple of this Church (hereinafter a Disciple), that **he/she** submitted all required documentation to your organization, such as a valid Church Disciple Certificate and my letter regarding our religious rights, to prove both that **he/she** is a Disciple of our Church and that it is against our religious beliefs to be vaccinated, be required to use any face coverings over our mouths and nose, to be tested to supposedly determine if there is any infection by SARS-COV-2/COVID-19 (hereinafter COVID-19), or to have to show any sort of vaccination record and/or passport in order to travel, visit places of businesses or public places, to work, to attend school, or to participate in any sort of individual or social activity (hereinafter COVID-19 Restrictions).

I have reviewed similar responses like yours to our Disciple, where you denied the request for a religious exemption that is based on profound and sincere religious beliefs. I find such responses to be unjustified, irresponsible, arbitrary, and capricious, an abuse of discretion and an illegal violation of our Disciple's God-given rights, as well as all derivative Natural, Common Law, state and federal Constitutional, and international rights which our Disciple is entitled to exercise in any way deemed appropriate by our Disciple and those under their care.

In such responses employers do not address our Church and Disciple's specific religious beliefs and do not note any justifiable reason for denying such request. It is not your organization's responsibility, duty, discretion, or right to questions the beliefs of our Disciple. Any remarks

simply stating in essence that such religious beliefs may have been expressed by our Disciple and as outlined in my letter explaining our Church's position on vaccination and COVID-19 restrictions, do not meet your criteria to be exempt from vaccination IS NOT A VALID LEGAL REASON TO DENY SUCH REQUEST.

The First Amendment to the United States Constitution reads in part,

**“Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof.”**

You are interfering with our Disciples' right to exercise their religious beliefs.

Title 18 of the United States Code, section 241: Conspiracy Against Rights, states:

*“If two or more persons conspire to injure, oppress, threaten, or intimidate any person in any State, Territory, Commonwealth, Possession, or District in the free exercise or enjoyment of any right or privilege secured to him by the Constitution or laws of the United States, or because of his having so exercised the same ... They shall be fined under this title or imprisoned not more than ten years, or both; and if death results from the acts committed in violation of this section ... **they shall be fined under this title or imprisoned for any term of years or for life, or both, or may be sentenced to death.**”*

You individually and your organization as a whole (hereinafter you) are knowingly or unknowingly conspiring to violate our Disciple's constitutional rights, which can result in criminal prosecution based on 18 USC 241 (see also 18 USC 242: Deprivation of rights under color of law).

Title 42 U.S.C. § 2000e-2: Unlawful Employment Practices, states,

*“(a) **Employer Practices. It shall be an unlawful employment practice for an employer (1)to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, RELIGION, sex, or national origin**”*

You are discriminating against our Disciple's exercise of valid and legal religious rights.

Title 42 U.S.C. § 1981a: Damages in cases of intentional discrimination in employment, states,

*“(a) **Right of Recovery.** (1)**Civil rights:** In an action brought by a complaining party under section 706 or 717 of the Civil Rights Act of 1964 [42 U.S.C. 2000e-5, 2000e-16] against a respondent who engaged in **unlawful intentional discrimination** (not an employment practice that is unlawful because of its disparate impact) prohibited under section 703, 704, or 717 of the Act [42 U.S.C. 2000e-2, 2000e-3, 2000e-16], and provided that the complaining party cannot recover under section 1981 of this title, the complaining party may recover compensatory and punitive damages as allowed in subsection (b), in addition to any relief authorized by section 706(g) of the Civil Rights Act of 1964, from the respondent.”*

Your actions against our Disciple may and will result in civil litigation for compensatory and punitive damages.

Title 42 U.S.C. § 1981a(b): Compensatory and punitive damages, states:

*“(1) Determination of Punitive Damages. A complaining party may recover punitive damages under this section against a respondent (other than a government, government agency or political subdivision) if the complaining party demonstrates that the respondent engaged in a discriminatory practice or discriminatory practices with malice or with reckless indifference to the federally protected rights of an aggrieved individual.”*

By denying our Disciple’s request for a religious exemption to vaccination you are participating in an unjustified discriminatory practice with malice or reckless indifference, an **unlawful intentional discrimination against our Disciple**.

Title 42 U.S.C. § 2000e: Definitions, states,

*“(j) **The term “religion” includes all aspects of religious observance and practice, as well as belief, unless an employer demonstrates that he is unable to reasonably accommodate to an employee’s or prospective employee’s religious observance or practice without undue hardship on the conduct of the employer’s business.**”*

The U.S. Equal Employment Opportunity Commission (EEOC) has always held that you and your organization must provide a reasonable accommodation if an employee’s sincerely held religious belief, practice, or observance prevents them from receiving the vaccination or following their religious principles. In other words, Title VII of the Civil Rights Act of 1964 requires employers, which includes your organization, to provide exemptions and accommodations for employees like our Disciple who raise objections to receiving employer-mandated vaccines and following COVID-19 restrictions based on their sincerely held religious beliefs.

NOWHERE IN THE EEOC REGULATIONS AND LETTERS OF INTERPRETATION DOES IT AUTHORIZE ANY EMPLOYER TO QUESTION AN EMPLOYEE ON HIS RELIGIOUS BELIEFS AND PRACTICES, NOR DOES IT AUTHORIZE THE EMPLOYER TO CREATE ARBITRARY “RELIGIOUS BELIEFS” QUESTIONNAIRES, OR TO INTERVIEW EMPLOYEES TO DETERMINE AND JUDGE HOW SINCERE THEIR RELIGIOUS BELIEFS ARE **IN AN ATTEMPT TO DECEITFULLY DENY THEIR REQUEST FOR A VACCINE EXEMPTION**. YOUR PRACTICE TO DO SUCH INQUIRIES ARE UNLAWFUL, DISCRIMINATORY AND MAY RESULT IN LAWSUITS AGAINST YOU AND YOUR ORGANIZATION AND IN COMPLAINTS WITH THE EEOC TO ADVISE OF YOUR UNREASONABLE AND UNLAWFUL PRACTICES AND TO REQUEST THEIR INVOLVEMENT IN SUCH LAWSUITS. As noted in my letter regarding our Disciples’ religious rights,

*“The legal standard isn’t whether officials (meaning you and your organization) agree with the religious beliefs or whether those beliefs are the recognized position or official doctrine of any particular religious organization or group. Absent proof establishing an undue hardship, federal*

*law requires an employer to provide reasonable accommodations for sincerely held employee religious beliefs, even if some may consider those beliefs idiosyncratic.” See U.S. EEOC v. Saint Vincent Health Center, Civil Action No. 1:16-cv-234.”*

## **OUR CHURCH’S RESPONSE TO ORGANIZATION’S REQUEST FOR FILLING OF FORMS AND PASTOR/CLERGY SIGNATURE REGARDING OUR CHURCH PRACTICES AND BELIEFS AND THAT OF OUR DISCIPLES**

Our Church, like any other church, directly communicates and interacts with our Disciples, in our case through social media, written and live and recorded video sermons, newsletters and directly with our Disciples requesting personal guidance, without the need of any physical establishment to meet in person, except when required, such as live sermons. Just like Catholic and other Christian-based faith organizations, its members and Disciples participate in their Church’s gatherings and teachings. Most churchgoers in these religious organizations attend such services without ever meeting personally with their leaders or submitting any membership requests. They simply attend, listen to the Word of God, as expressed and interpreted by their religious leaders, and then they apply those principles to their daily lives. They are not questioned regarding their faith; each of them decides on his own based on his personal spiritual experiences and interactions with God and thus defines his/her religious beliefs and principles.

One might not even agree 100% with some teachings of his spiritual leaders. Religious faith is personal, private, and exempt from needing to be explained to third parties, much less to fictitious entities existing only on paper. Our Church does not require our Disciples to register with our Church or to print their Disciple’s certificate in order to follow our teaching and be considered a Disciple of our Church; if they do so it is simply by choice and as they might find appropriate and necessary in these times where the Enemy of the Children of God and his minions are attacking us on all fronts, including forced toxic and deadly coerced and mandatory vaccination:

*“Put on the whole armor of God, that ye may be able to stand against the wiles of the devil. **For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places.** Wherefore take unto you the whole armor of God, that ye may be able to withstand in the evil day, and having done all, to stand ... Above all, taking the shield of faith, wherewith ye shall be able to quench all **the fiery darts of the wicked.**”*

-- Ephesians 6:10-13, 16-17

By defending our God-given rights as described herein, we are taking the armor of God and our religious faith and doing just that, fighting against Satan and his followers (knowingly or unknowingly in their ignorance), those that worship him and take his orders, to the detriment of the Children of God, and defending our right to live life as God intended and authorized us to do, which include not getting the toxic darts of vaccination, masking or PCR testing, as all authority over the inhabitants of planet Earth comes from God. As noted in the U.S. Declaration of Independence,

***“We hold these truths to be self-evident, that all men are created equal, that they are **endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.**--That to secure these rights, **Governments are instituted among Men, deriving their just powers from the consent of the governed.**”***

Our Church is self-funded, taking no donations from our Disciples, therefore we have minimal resources and a small budget, and we have very limited voluntary staff that helps with the day-to-day operations of the Church. Our Church does not have time or resources to be filling and reviewing arbitrary, capricious and illegal forms issued by organizations such as yours asking us to explain our faith and our practices, therefore that is why we do not fill out nor sign such forms and simply ask our Disciples to simply make reference to my letter to organizations regarding our religious rights when filling such questionnaires. See <https://tinyurl.com/Letter-On-Vaccination-RBeas>. Our Disciple's certificate is sufficient to prove. Despite our limited sources, our Church will vigorously defend the religious rights of our Disciples in any court or government agency where necessary against those violating our religious rights.

## **LEGAL NOTICE**

You are hereby given legal notice that our Church and Disciple may take action against you personally and your organization if you refuse to accept the documents provided by our Disciple to justify their legal right to avoid vaccination for religious purposes. Please understand that it is not our intent to harass, intimidate, offend, conspire, blackmail, coerce, or cause anxiety, alarm, or distress. This communication is presented with honorable and peaceful intentions and are expressly for your benefit to provide you with due process and a good faith opportunity to correct your actions of discrimination and unlawfulness against our Disciples.

## **OUR CHURCH'S BELIEF ABOUT SARS-COV-2 AND ITS SYMPTOMS KNOWN AS COVID-19 AND MEASURES TAKEN BY CERTAIN ORGANIZATIONS – EMPLOYER'S LIABILITY FOR DISCIPLE VACCINE HARM, INJURY OR DEATH**

Based on our sincerely held religious beliefs, our Church and Disciples are against any form of vaccination (whether under Emergency Use Authorization or otherwise), the use of facial coverings, and/or the need for PCR testing to determine COVID-19 infections. We find all three practices to be unnecessary, arbitrary, harmful to our health, and an intrusion to our bodily autonomy, a violation of the Nuremberg Code and Universal Declaration on Bioethics and Human Rights, and an aberration before God, prohibited in Biblical Scripture as noted in my letter. God orders us to not defile our body, where God dwells, because it is the Temple of God and God may punish those that do. As noted in 1 Corinthians 3:16-17,

***"Know ye not that ye are the temple of God, and that the Spirit of God dwelleth in you? If any man defiles the Temple of God, him shall God destroy; for the temple of God is holy, which temple ye are. "***

Your arbitrarily decision to threaten to deny our Disciple employment at your establishment and earn a living and to demand that they be vaccinated, use a mask or be tested for the virus

in order to keep their employment, is resulting in undue stress, duress, and coercion. Our Disciple depends on the income from employment with your organization to pay rent or mortgage, pay for living expenses and to provide for anyone under their care. Our Church cannot order any of our Disciples to not comply with any of these arbitrary rules that affect their health and violate our Church's principles. If any Disciple from our church, under fear of losing their employment and income, decides for survival purposes to get the COVID-19 vaccines, wear masks and/or get PCR tests done frequently, and due to the psychological pressure and financial burden you place upon them as a result suffers any injury or death, our Church and our Disciple's family will take all legal action against your organization, including civil litigation and criminal prosecution as noted herein.

***WE REQUEST THAT YOU PROVIDE OUR DISCIPLE A NOTARIZED AFFIDAVIT SIGNED BY THE HEAD OF YOUR ORGANIZATION WHERE YOU AND YOUR ORGANIZATION TAKE FULL FINANCIAL RESPONSIBILITY FOR ANY AND ALL INJURY THAT OUR DISCIPLE MAY SUFFER AS A RESULT OF FOLLOWING YOUR ORGANIZATION'S FORCED ILLEGAL POLICY ON VACCINES, MASKING AND PCR TESTING.***

What Dr. Anthony Fauci and other local, state and federal officials, as well as medical establishments such as yours call "the science" of COVID-19 are nothing more than personal and misguiding opinions that are contradicted by scientific medical literature throughout the last century, true science that proves that all the COVID-19 measure being taken are contrary to human health, too many to list here.<sup>1</sup> The same type of lies are used to claim that all vaccines are safe and effective, which results in fraud.<sup>2</sup>

The truth is that the COVID-19 vaccines have caused thousands of injuries and deaths, as are reported in just one of many government and medical tracking systems, The Vaccine Adverse Event Reporting System (VAERS), which reported that through May 27, 2022 there had been 1,287,593 reports regarding the COVID-19 vaccination, which include:

28,532 deaths  
160,701 hospitalizations  
129,889 urgent care visits  
194,157 office visits  
9,685 cases of anaphylaxis  
15,649 cases of Bell's Palsy

---

<sup>1</sup> See my letter regarding COVID-19 policies being instituted by organizations like yours at <https://tinyurl.com/Pastor-Beas-Letter-COVID19>. See also my letter to San Diego Public Health Officer on masking, at <https://tinyurl.com/RBeas-Complaint-Against-Masks>. See my letter regarding the COVID-19 lockdowns and related policies, at <https://tinyurl.com/RBeas-COVID19-Complaint>.

<sup>2</sup> See all my writings, studies and evidence that show that, contrary to their claims, the CDC recommended childhood vaccines (1) have never been tested properly against a placebo, (2) have causes irreparable harm and deaths to thousands of persons, young and old, (3) that vaccines actually make their users more susceptible to the virus the vaccines are claimed to protect against, (4) contain highly neurotoxic heavy metals and other hazardous substances, and (5) that they contain fetal tissue and DNA particles, at <https://tinyurl.com/Vaccine-Safety-Facts>.

According to a study by Harvard University, the Harvard Pilgrim Study, less than 1% (ONE PERCENT) of vaccine injuries and death are reported in the VAERS system, so the numbers above can be increased by adding two zeros. See <https://tinyurl.com/VAERS-Harvard-Pilgrim-Study>. Note also that these reports of injury are only short-term adverse reactions and injury, we don't know what the total long-term effect of these COVID-19 vaccines will be. None of our Disciples are willing to take the risk of being injured by these vaccines and their mostly undisclosed toxic ingredients, including fetal tissue and DNA, which goes against our religious and moral principles and for which we could be punished by God.

Further, face coverings limit oxygen intake and make their wearers increase their carbon dioxide intake, among other harms to their health.

***If after all this information has been provided to you, you and your organization refuse to grant the exemption, even though it clearly proves a religious and constitutional right to be exempt from vaccination is warranted, then it is obvious that all the forms you provide, the documentation you request, the questions you ask, and the comments you make were deceitful and were merely for you to go through the motions of "giving an appearance of fairness and consideration" when in fact your purpose and objective was always to deny the request for the religious exemption to vaccination, an immoral act with potential devastating consequences, from financial hardship to serious injury and death, that God should and will punish, and which harm is actionable in court.***

#### REMEDY AND RELIEF REQUESTED

Based on the above, our Disciple **DISCIPLE'S NAME**, our Church, and me personally, request that you process and accept our Disciples request for exemption from vaccination, use of facial coverings, and routine PCR tests in order for our Disciple to continue employment with your organization and to avoid any unnecessary, costly and consequential but justified litigation against you for discrimination and violation of Constitutional and others rights referenced herein.

We are giving you an opportunity to correct your unlawful practices. Please act accordingly.

Respectfully Submitted,



---

Pastor Ricardo Beas  
Natural Law Church of Health and Healing  
[RicardoBeasV@hotmail.com](mailto:RicardoBeasV@hotmail.com)