**Sample Letter: Employment, Milk Rota**

This sample letter has been written for employment situations where all employees are tasked with purchasing and bringing in cow’s milk, whether with their own money or using funds provided or reimbursed by the employer.

Dear[employer]   
  
I am writing to ask [name of company/business] to relieve me from participating in the milk rota.

Veganism is a way of living which seeks to exclude, as far as is possible and practicable, all forms of exploitation and killing of animals for food, clothing or any other purpose. I live my life according to this moral philosophy. It is against my fundamental beliefs to purchase milk that was taken from an animal. I not only avoid consuming milk that has been taken from an animal myself, I also avoid participating in the use of animal milk in any way, including by purchasing it for others. Taking part in the milk rota is therefore inconsistent with my fundamental beliefs.

My right to live according to my fundamental conviction that it is wrong to use and kill non-human animals is protected under human rights law and equality law. This means that employers have a responsibility to avoid any discrimination or harassment on the grounds of veganism. For more information about the legal rights of vegans please see: <https://goveganworld.com/vegan-rights/> The policy of requiring all employees to purchase milk taken from animals indirectly discriminates against me.

As such, my employer must consider my reasonable request that I be excluded from the rota and agree to it unless it would cause disruption for the business / other employees to such an extent that it would be proportionate to refuse my request. That would not be the case here.

I would be very happy to discuss this and provide any more information that you may require.

I look forward to hearing from you.

Yours sincerely,

[your name]