



OFFICE OF
REGISTRATION
Baptist Bible College
628 E. Kearney
Springfield, Missouri 65803
1988 SEP 27 AM 11:52 (417) 869-9811
U.S. DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

LELAND R. KENNEDY, PRESIDENT

September 5, 1988

Assistant Secretary for Civil Rights
United States Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

Re: Title IX Exemption Application

Dear Sir:

Baptist Bible College hereby requests an exemption from the requirements of Title IX of the Education Amendments of 1972 ("Title IX") as herein specified, pursuant to Sections 901(a) and 908 of Title IX and 34 C.F.R. Section 106.12(b).

Baptist Bible College is a nationally accredited school by the American Association of Bible Colleges offering courses in Bible and Theology as well as necessary courses in humanities, arts and sciences in order to prepare its graduates for Christian ministries. The college is controlled by Baptist Bible Fellowship International, a non-profit religious corporation which was incorporated in the State of Missouri in 1950 as a Christian institution of higher education under the control of a board of directors, and is exempt from federal income taxation as a not-for-profit religious institution under Section 501(c) (3) of the Internal Revenue Code. The directors of the Corporation and the faculty, students and employees of the college are all required to espouse a personal belief in the religious tenets of the Christian faith. The Charter of the Corporation and the catalogs and other official publications of the college contain explicit statements that the college is committed to the doctrines of the Christian religion, and the college is completely governed by and receives its entire financial support from the religious organization defined herein as the Corporation. The college maintains its religious tradition, standards and beliefs in accordance with the requirements of the Corporation. (Please find a copy of the B.B.F.I. Constitution enclosed.)

The college adheres to biblical tenets for matters of faith and practice, following its religious tradition. It specifically utilizes a religious preference in employment practices to assure that faculty and staff adhere to a common religious understanding of the religious beliefs, values and purposes that guide the educational mission of the college. Accordingly, the personnel of the college accept religious standards in matters of moral behavior, dispute and grievance resolutions and disciplinary matters, as well as in the performance of any religious role or office in which gender distinctions may be required.

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The college seeks to maintain its religious freedom to make certain gender distinctions in matters of moral behavior, marriage and residential living environments and standards. It specifically holds religious standards for personnel and students in matters conducive to the fostering of proper moral behavior and the discouragement of inappropriate behavior as taught by the Holy Bible and accepted by the college.

The college hereby requests exemption from the application of the following provisions of the Title IX regulations, to the extent that they conflict with the college's religious tenets and the Word of God and traditions as described above: 34 C.F.R. Sections 106.21 (c), 106.40, 106.57 and 106.60 (treatment based on marital and parental status), Section 106.34 (access to course offerings in ministerial or pre-ministerial programs limited by religious tenets to students of one gender) and Section 106.51 (employment opportunities for religious offices or positions such as chaplains limited by religious tenets to one gender), together with any application of Sections 106.38 (employment assistance to students), 106.53 (recruitment), 106.55 (job classification and structure) or 106.59 (advertising) that relates to such employment opportunities that are limited to one gender by the religious beliefs of the college.

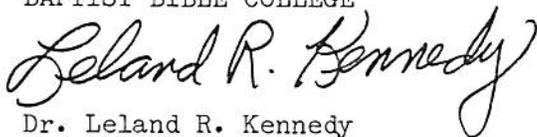
There are a number of issues central to the religious beliefs and practices of the college that may not have been discussed in this letter because of our understanding that no specific exemption is required.

The college affirms its intention to comply with the provisions of Title IX and the regulations thereunder except to the extent that such compliance would cause the college to violate its religious tenets as taught by the Holy Bible and accepted by the college. The college specifically claims its right to exercise a religious preference in its employment decisions, pursuant to Section 702 of Title VII of the Civil Rights Act of 1964.

The college reserves its right to apply for further amendments in accord with its religious belief. Thank you for your assistance and for your prompt consideration of this letter. If you have any questions or require any further information, please contact Mr. Gary Grey, who is the Executive Vice President of the college, at 628 East Kearney, Springfield, Missouri 65803.

Very truly yours,

BAPTIST BIBLE COLLEGE



Dr. Leland R. Kennedy
President