



# Baptist Bible College

628 E. Kearney  
Springfield, Missouri 65803  
(417) 869-9811

LELAND R. KENNEDY, PRESIDENT

October 10, 1988

Judith E. Banks  
Acting Regional Civil  
Rights Director  
Office of Civil Rights  
Department of Education - Region 7  
Executive Hills MO  
10220 North Executive Hills Boulevard  
8th Floor  
P. O. Box 901381  
Kansas City, MO 64190-1381

Dear Ms. Banks:

Pursuant to my conversation with Patricia Boyd, we are hereby submitting further clarification as to the nature of our appeal for religious exemption. I will attempt to address the issues as they are stipulated in the document of Title IX.

1. Section 106.21c states that there shall be no exclusion of unmarried women due to pregnancy. Unmarried pregnant women are excluded from admission to Baptist Bible College as well as men whose lifestyle is immoral.

**BASIS FOR EXEMPTION:** It is the religious conviction of the Baptist Bible Fellowship International (hereinafter called BBFI) that the act of marriage is reserved for those who are married. Unwed pregnancy or evidence of sexual involvement prior to marriage is in violation of this religious conviction. Please see:

Genesis 2:24 - "Therefore shall a man leave his father and his mother, and shall cleave unto his wife: and they shall be one flesh."

Hebrews 13:4 - "Marriage is honorable in all, and the bed undefiled: but whoremongers and adulterers God will judge."

2. Section 106.40 states that an unmarried female shall not be terminated from attendance of college if she becomes pregnant while in attendance.

**BASIS FOR EXEMPTION:** It is the religious conviction of the BBFI that the act of marriage is reserved for those who are married. Unmarried students, both male or female, who are proven to have engaged in sexual activity are dismissed from college.

Judith E. Banks  
October 10, 1988  
Page Two

Genesis 2:24 - "Therefore shall a man leave his father and his mother, and shall cleave unto his wife: and they shall be one flesh."

Hebrews 13:4 - "Marriage is honorable in all, and the bed undefiled: but whoremongers and adulterers God will judge."

Romans 13:9 - "For this, Thou shalt not commit adultery, Thou shalt not kill, Thou shalt not steal, Thou shalt not bear false witness, Thou shalt not covet; and if there be any other commandment, it is briefly comprehended in this saying, namely, Thou shalt love thy neighbor as thyself."

I Corinthians 6:9 - "Know ye not that the unrighteous shall not inherit the kingdom of God? Be not deceived: neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor abusers of themselves with mankind."

Leviticus 20:10 - "And the man that committeth adultery with another man's wife, even he that committeth adultery with his neighbor's wife, the adulterer and the adulteress shall surely be put to death."

Deuteronomy 5:18 - "Neither shalt thou commit adultery."

Matthew 5:27 - "Ye have heard that it was said by them of old time, Thou shalt not commit adultery."

3. Section 106.57 states that a single woman who becomes pregnant will not be terminated from employment.

**BASIS FOR EXEMPTION:** It is the religious conviction of the BBFI that the act of marriage is reserved for those who are married. Those unmarried employees (male or female) who are proven to have engaged in sexual activity will be terminated in their employment because of their violation of the above-stated religious conviction. Please see:

Genesis 2:24 - "Therefore shall a man leave his father and his mother, and shall cleave unto his wife: and they shall be one flesh."

Hebrews 13:4 - "Marriage is honorable in all, and the bed undefiled: but whoremongers and adulterers God will judge."

Romans 13:9 - "For this, Thou shalt not commit adultery, Thou shalt not kill, Thou shalt not steal, Thou shalt not bear false witness, Thou shalt not covet; and if there be any other commandment, it is briefly comprehended in this saying, namely, Thou shalt love thy neighbor as thyself."

I Corinthians 6:9 - "Know ye not that the unrighteous shall not inherit the kingdom of God? Be not deceived: neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor abusers of themselves with mankind."

Leviticus 20:10 - "And the man that committeth adultery with another man's wife, even he that committeth adultery with his neighbor's wife, the adulterer and the adulteress shall surely be put to death."

Exodus 20:14 - "Thou shalt not commit adultery."

Deuteronomy 5:18 - "Neither shalt thou commit adultery."

Matthew 5:27 - "Ye have heard that it was said by them of old time, Thou shalt not commit adultery."

4. Section 106.60 states that there will be no inquiry as to marital status in the pre-employment application process.

**BASIS FOR EXEMPTION:** Many of the employment positions require a particular gender. It is the religious conviction of the BBFI that nouns and pronouns referring to the minister in I Timothy 3:1-7 and Titus 1:6-9 are consistently masculine gender. It is further recognized that the woman is not to usurp the authority over the male in spiritual matters, therefore it is necessary to have male faculty members teaching the ministerial courses. Please see:

I Corinthians 11:3 - "But I would have you know, that the head of every man is Christ; and the head of the woman is the man; and the head of Christ is God."

I Timothy 2:12 - "But I suffer not a woman to teach, nor to usurp authority over the man, but to be in silence."

It is also necessary for women to teach some courses to women who are training for support positions to those in the ministry. Please see:

Titus 2:2-5 - "The aged women likewise, that they be in behavior as becometh holiness, not false accusers, not given to much wine, teachers of good things; that they may teach the young women to be sober, to love their husbands, to love their children, to be discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed."

5. Section 106.34 states that there is to be no discrimination in academic programs. Basis for exemption: Our pastoral ministries program is limited to male students only. It is the religious conviction of the BBFI that the minister of the gospel is to be a male. Please see:

I Timothy 3:1-7 - "This is a true saying, If a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach; not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous; one that ruleth well his own house, having his children in subjection with all gravity; (for if a man know not how to rule his own house, how shall he take care of the church of God?) Not a novice, lest being lifted up with pride he fall into the condemnation of the devil. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil."

Titus 1:6-9 - "If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not self-willed, not soon angry, not given to wine, no striker, not given to filthy lucre; but a lover of hospitality, a lover of good men, sober, just, holy, temperate; holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers."

Therefore, only men are permitted to enter into the program.

6. Section 106.51 states that there shall be no exclusion in training for the chaplaincy.

**BASIS FOR EXEMPTION:** The chaplaincy is a position that is filled by an ordained minister of the gospel which as a matter of conviction by the BBFI must be a man. Reasons for the exemption are identical to those listed in Section 106.34 above.

7. Section 106.38 states that no distinctions of gender will be made in the employment of students.

**BASIS FOR EXEMPTION:** In keeping with the moral standards of this institution, single men and women have separate residence halls. Employment for supervision, janitorial, etc., necessitates that men be hired in areas used exclusively by men and women be hired in areas used exclusively by women.

8. Section 106.53 states that recruitment of employees will not ask questions as to religious beliefs.

Judith E. Banks  
October 10, 1988  
Page Five

**BASIS FOR EXEMPTION:** The existence of this institution is dependent upon its ability to produce graduates who believe the doctrines held by the BBFI. Doctrinal beliefs of the BBFI necessitate particular adherence to such by its prospective employees in order for Baptist Bible College to maintain its distinctive beliefs.

9. Section 106.55 states that gender distinctions cannot be made for jobs on campus.

**BASIS FOR EXEMPTION:** Certain jobs require gender distinctions. Based upon a religious conviction that the female is not to usurp authority over the male in spiritual matters, there is a necessity for male employees to teach pastoral and theological courses. It is also necessary for ladies to teach some courses that are uniquely germane to ladies' academic programs. Please see:

I Timothy 2:11-12 - "Let the woman learn in silence with all subjection. But I suffer not a woman to teach, nor to usurp authority over the man, but to be in silence."

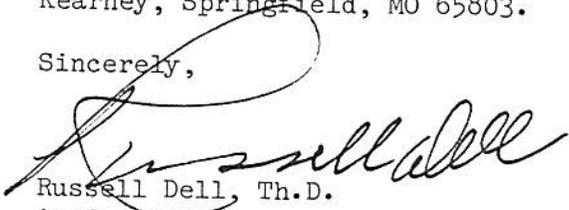
Titus 2:3-5 - "The aged women likewise, that they be in behavior as becometh holiness, not false accusers, not given to much wine, teachers of good things; that they may teach the young women to be sober, to love their husbands, to love their children, to be discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed."

10. Section 106.59 states that male gender is not to receive preference in employment opportunities.

**BASIS FOR EXEMPTION:** Based on the rationale stated above in Section 106.55, it is necessary for exemption so males can be exclusively used in teaching Bible, theology and ministerial training courses.

Thank you for your consideration of these exemptions. 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, MO 65803.

Sincerely,



Russell Dell, Th.D.  
Academic Dean