

Central Christian College of the Bible

911 Urbandale Drive East
Moberly, Missouri 65270



Phone: (816) 263 - 3900 1988 JUL 28 PM 10: 50

July 26, 1988

U.S. DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

Ms. Judith E. Banks
Acting Regional Civil Rights Director
Office for Civil Rights, Region VII
Department of Education
Post Office Box 901381
Kansas City, Missouri 64190-1381

Re: Letter of Title IX Exemption Application

Dear Ms. Banks:

Our Application Letter is enclosed. We understand that you will determine whether the Letter contains sufficient information and then forward our request to the Assistant Secretary.

Please inform us what is needed if the Application Letter is deficient.

Thank you for giving this matter your attention.

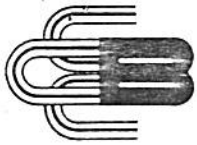
Sincerely,


Lloyd M. Peifrey
President

Enclosure

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ESI/REG/REGION VII



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Moberly, Missouri 65270

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July 26, 1988

Assistant Secretary for Civil Rights
United State Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

Re: Title IX Exemption Application

Dear Sir:

Central Christian College of the Bible 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)(3) and 908 of Title IX and 34 C.F.R. Section 106.12(b). The College believes that it may in the past have received, and may currently be receiving, indirect federal aid within our understanding of the Supreme Court decision in Grove City College v. Bell, 465 U.S. 555 (1984).

Central Christian College of the Bible is a professionally accredited Bible college, offering courses of instruction in Christian ministry, Christian education, missions, church music, English Bible, and youth ministry. Central Christian College of the Bible (the "Corporation") is a non-profit educational corporation which was incorporated in the State of Missouri in 1957 as an institution of higher education. The College is exempt from federal income tax as a not-for-profit educational institution under Section 501(c)(3) of the Internal Revenue Code. Contributions which are a major portion of the revenue of the College are derived, for the most part, from New Testament churches and individuals who are members of such churches. The Corporation is governed by and operates the College under the control of a board of directors. Each director must be a member in good standing of a New Testament church, and be approved as a director by his presbytery, the highest ecclesiastical authority (Titus 1:5, 9; Acts 14:23; 20:17, 28; 21:18; I Tim. 5:17; James 5:14 and I Pet. 5:1-3).

The directors of the Corporation and the faculty, students and employees of the College are all required to espouse a personal belief in and commitment to the object of the Corporation including a continuing belief that Jesus is the Christ, the Son of the Living God in the unique sense without reservation and an acceptance of the Bible as the Divinely inspired truth. The Bylaws of the Corporation contain explicit statements that the College is committed to providing religious, moral, and theological education and the training of leadership for the Church according to New Testament teachings.

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The College adheres to biblical tenets in 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 biblical beliefs, values and purposes that are central and essential to the educational mission of the College. Accordingly, the personnel of the College accept biblical standards in matters of moral behavior, dispute and grievance resolution and disciplinary matters, as well as in the performance of any religious role or office in which gender distinctions may be required. The Bible sets forth the standards for Christian morality and practice in many places and forms; see the following for examples but not a comprehensive listing. Matthew 18:15-18; Romans 13:1-9; 16:17; I Corinthians 5:1 - 6:3; 11:2, 3; 14:33-37; Galatians 6:1, 2; Ephesians 5:22; II Thessalonians 3:13, 14; I Timothy 2:11-14; 3:1, 2; Titus 2:5; 3:10; James 5:19, 20 and I Peter 3:1.

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 holds biblical standards for personnel and students in matters conducive to the fostering of proper moral behavior and the discouragement of inappropriate behavior as understood by the religious tradition and tenets accepted by the College. Such standards include matters relating to the expression of human sexuality, living environments, respect for the institution of marriage, language and attire.

The College adjudicates matters of moral behavior, including the misuse of human sexuality, in accordance with Scriptural teaching about moral behavior. See, for example, Romans 1:24-32; I Corinthians 5:1-5; 6:9-11, 15-20; II Corinthians 12:21; Ephesians 5:3; Colossians 3:5; I Thessalonians 4:3-8 and Hebrews 13:4.

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 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 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. For example, the College believes that Title IX, as amended by the Civil Rights Restoration Act of 1987, shall not be construed to require the College to provide or pay for any benefit or service, including the use of facilities, related to an abortion.

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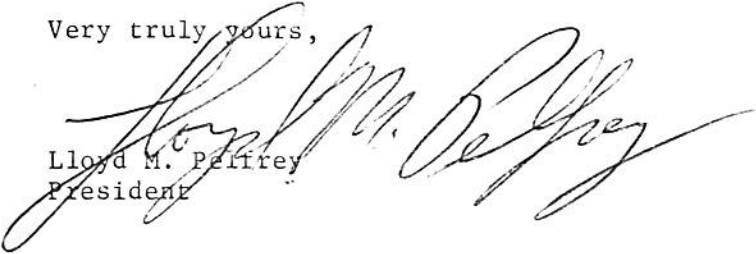
Additionally, pursuant to 34 C.F.R. Section 106.15(d), the provisions of Sections 106.16 through 106.23, inclusive, do not apply to the College because it is a private institution of undergraduate higher education. Finally, the College understands that Sections 106.32 and 106.33 permit the College to provide separate, although substantially comparable, housing, bathroom, locker room and similar facilities for men and women.

The College generally opposes gender-based discrimination and 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 doctrinal tenets and traditions. 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 and the decision of the Supreme Court in Corporation of the Presiding Bishop v. Amos, 107 S. Ct. 2862 (1987). In seeking to provide equal employment opportunities for men and women, the College shall not under any circumstances waive or be deemed to have waived its requirement of hiring only persons whose beliefs and practice are consistent with the Christian tenets, principles and traditions accepted by the Corporation and are in harmony with its purposes and policies.

In the event of future amendments to Title IX or the regulations thereunder, or changes in the application thereof or the facts surrounding the operation of the College and the burden of such statute and regulations on the College's ability to pursue its religious mission, the College reserves its right to apply to the Department of Education for an amendment to its exemption or an additional exemption in order to fully protect the religious tenets, practices and traditions of the College.

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 Lloyd M. Pelfrey or Gerald L. Browning, who are respectively President and Business Manager of the College.

Very truly yours,


Lloyd M. Pelfrey
President