



CONCORDIA
COLLEGE

3400 North Interregional
Austin, Texas 78705

ASSURANCE OF COMPLIANCE WITH TITLE IX

This institution is owned, operated, and significantly supported financially by the Lutheran Church-Missouri Synod, the second largest Lutheran convention or association of churches in North America.

This institution claims a religious exemption under 45 C.F.R. S86.12(b) to the extent that its policies and practices involving both students and employees reflect the fact that only men may be ministers within the Lutheran Church-Missouri Synod.

October 11, 1976

W. F. Meyer,
Dean of Administration



CONCORDIA LUTHERAN COLLEGE

3400 Interstate 35 North • (512) 452-7661 • Austin, Texas 78705

July 22, 1985

Mr. Taylor D. August
Director, Region VI
United States Department of Education
1200 Main Tower Building
Dallas, Texas 75202

Dear Mr. August:

It has come to my attention through your letter of July 18, and through correspondence somewhat earlier from our church's national headquarters in St. Louis, that Dr. William F. Meyer, our former Dean of Administration, had filed a request some years ago that Concordia Lutheran College be exempt from the application of Title IX. The sole purpose of this letter is to withdraw that request, if the condition stated below can be satisfied.

Concordia Lutheran College is controlled by The Lutheran Church - Missouri Synod, an international religious denomination. 20 U.S.C. Section 1681(a)(3) states that Title IX does "not apply to an educational institution which is controlled by a religious organization if the application . . . would not be consistent with the religious tenets of such organization."

It is our understanding that Section 1681(a)(3) will be applicable if all of the facts and circumstances justify it, that is, that it is determined that the educational institution is controlled by a religious organization, the religious organization has religious tenets with respect to discrimination on the basis of sex, and those tenets would not be consistent with application of Title IX to specific policies or practices of the educational institution.

We believe that the request which has been made of you was a request for an advance determination concerning the applicability of Title IX. If so, the withdrawal of a request for an advance determination should not in any way prejudice our college if it, subsequent to such withdrawal, seeks to justify any action that might be thought to be a violation of Title IX, advancing as its defense Section 1681(a)(3). In other words, it will be in the same position in advancing such a defense as if it had never requested the advance assurance.

If you are able to confirm that our conclusions are correct, we hereby withdraw the request for advance assurance concerning the application of Title IX to Concordia Lutheran College. If you are unable to confirm that, we would appreciate the opportunity for a conference to discuss the situation.

Yours cordially,

Ray F. Martens
President

