



# CROWLEY'S RIDGE COLLEGE

A Christian Junior College

August 5, 1977

Mr. David S. Tatel, Director  
Office for Civil Rights  
Department of Health, Education and Welfare  
Washington, D. C. 20201

Dear Mr. Tatel:

Enclosed is HEW Form 639 A which, I think, has been properly executed. Let me hasten to state that Crowley's Ridge College will comply with the regulations of Part 86 of Title IX in spirit as well as to the letter. In our self-evaluation we almost decided to fill in Part A of Article V of Form 639 A and then found a very few areas that we felt should be corrected to abide by the letter as well as the spirit of the law.

Allow me, too, an explanation for our tardy action in getting this done. After your form letter came a few days ago, my staff and I made a thorough search and were unable to find any earlier communication from your office in any way relating to Title IX. I hurriedly borrowed copies of the Regulations from a neighbor institution and we immediately began our self-evaluation. We have completed this evaluation, named our two staff members to be responsible for implementation and a grievance procedure is operable. In this latter area, we may need to visit with our neighbors and as time passes streamline our grievance procedure.

There are a few areas in which we, as a Christian college, will need to be granted exemptions (maybe fewer than we think as we more fully understand the Title IX Regulations). This letter may serve as our statement required by Part 86.12(b).

First, churches of Christ generally hold to Biblical teaching that women do not teach or usurp authority over men (I Tim. 2:12). So, we could not employ a woman to teach Bible in a class to which male students are assigned. (86.51) Of course, we know that this would not exempt us from all of this part...only to that part which would violate our religious tenets.

Second is Part 86.41 regarding athletics. At present we have no intercollegiate athletic programs. We do have intramural and physical education programs. Practically all of these are co-educational. Due to our strict religious feelings as to modest dress we do not mix men and women in swimming and other physical activities that require scant attire. This, too, could have a bearing on faculty (86.51)



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Page 2

Third is Part 86.34 regarding course offerings. Since men only preach, there are one or two offerings in our curriculum designed solely for preachers.

Fourth is Part 86.37 regarding financial assistance. Nearly all aids are given without regard to sex, however there are a very few preacher scholarships offered that would, of course, be limited to men.

Fifth is Part 86.40 the application of which is unclear to us. However, our religious standards so strongly condemn sexual activities outside of marriage that we must reserve to ourselves the handling of Sacred Scripture violations on the part of students and staff. For instance, if a woman student is found to be pregnant she could no longer be allowed to remain with other unmarried women in the dorm. Of course, if a male student is known to be involved, he would receive similar treatment, so there would be no sex discrimination.

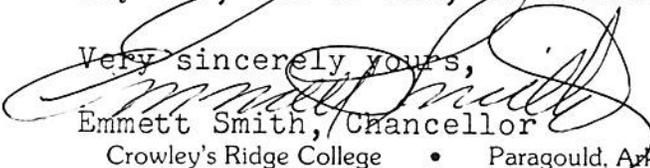
Sixth is Part 86.32 regarding housing. We know that separate housing is allowed on the basis of sex. We feel that we must be left free to choose the sex or the sex-mix of those who are in charge of our dorms....ages of supervisors according to sex can be important. It is likely that no exemption is required in this part, but we do not want to be misleading or to be misunderstood.

Form 639 A, Article III, Part 4 requires us to notify your office of any inaccurate information that we may discover. This we will gladly do. However, I wonder if we may request and receive additional or altered exemptions as we come more fully to understand the regulations and their ramifications for us as to possible conflicts with our religious tenets.

We have already set in motion compliance with Part 86.9 to the fullest extent possible within our very limited financial means. All future printing and publicity materials will be used to noise abroad our policy. It has never been our intention to discriminate in any way, racially, sexually, or otherwise...except that we must adhere to our purpose for existence. This purpose necessitates our employment of persons who share our religious convictions and tenets.

If anyone can help us to achieve our goals and to harmonize them with any law, old or new, we welcome his or her assistance.

Very sincerely yours,

  
Emmett Smith, Chancellor