

CUMBERLAND COLLEGE

Statement of Position of Title IX and Policies of Moral Requirements

45 C.F.R. Section 86.12 (a) provides, that the Rules and Regulations adopted pursuant to Title IX shall "not apply to an educational institution which is controlled by a religious organization to the extent application of this part would not be consistent with the religious tenets of such organization."

Cumberland College was founded in 1889 by the Baptist of Southeast Kentucky and has held to a commitment of providing "Quality education at a reasonable cost in a Christian atmosphere." The college draws most of its students from the Appalachian section of Kentucky and Tennessee. The majority of students are of Baptist background and its supporting constituency. As stated in the college's Articles of Incorporation, Cumberland College is an institution "under the control of the trustees, who shall be controlled in their action by the principles and doctrines of the denomination known "as" the Kentucky Baptist Convention.

Cumberland College has no intention of discriminating against its students or its employees on the basis of sex. Because of the principles upon which it was founded and to which it has adhered throughout its history, however, and because it is controlled by its commitment to a Christian interpretation of morality, Cumberland College asserts its exemption as a religious organization to the extent the Regulations contained in Part 86 are inconsistent with the religious tenets of the Baptist who founded and continue to support this college. In particular Cumberland College asserts its exemption from those provisions of 86.40 which would require Cumberland College not to exclude any unmarried student from its educational program or any activity because of the student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom and the provisions which appear to require Cumberland College to treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom of an unmarried person in the same manner and under the same policies as any other temporary disability.

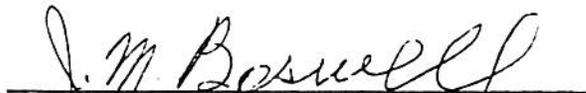
Cumberland College claims exemption from those provisions of Section 86.57 which appear to prevent the college from excluding any unmarried employee or applicant for employment on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom of an unmarried person as any other temporary disability.

Cumberland College claims exemption from the provisions of Section 86.60 which appear to require the College not to make any pre-employment inquiry as to the marital status of an applicant for employment, including whether such applicant is married or unmarried.

Adhering to the ethical and moral principles of Christianity, pregnancy out of wedlock, both on the part of the male and female who participated in its cause, cannot be treated as any other temporary disability. Members of the

faculty of Cumberland College are expected to constitute role models for the students and in such roles--stable, moral family relationships are extremely important in adhering to the principles of Christianity. It is, therefore, essential that Cumberland College knows in advance of employment whether prospective faculty members have a good family relationship or whether, at the other extreme, such prospects indulge in acts which would be detrimental to good family relationships.

The above statement identifies provisions of 45 C.F.R. Part 86 which conflict with religious tenets of Cumberland College and its supporting constituency. Therefore, the college claims a religious exemption from these provisions as permitted by 86.12.



President, Cumberland College
Dated, September 28, 1976

CUMBERLAND COLLEGE

Statement of Position on Title IX and Regulations for Women's Housing

45 C.F.R. Section 86.12 (a) provides, that the Rules and Regulations adopted pursuant to Title IX shall "not apply to an educational institution which is controlled by a religious organization to the extent application of this part would not be consistent with the religious tenets of such organization."

Cumberland College was founded in 1889 by the Baptists of Southeast Kentucky and has held to a commitment of providing "quality education at a reasonable cost in a Christian atmosphere." The college draws most of its students from the Appalachian section of Kentucky and Tennessee. The majority of students are of Baptist background and its supporting constituency. As stated in the college's Articles of Incorporation, Cumberland College is an institution "under the control of the trustees, who shall be controlled in their action by the principles and doctrines of the denomination known "as" the Kentucky Baptist Convention.

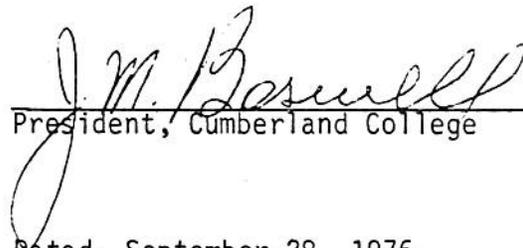
Cumberland College has no intention of discriminating against its students or its employees on the basis of sex. Because of the principles upon which it was founded and to which it has adhered throughout its history, however, and because it is controlled by its commitment to a Christian interpretation of morality, Cumberland College asserts its exemption as a religious organization to the extent the Regulations contained in Part 86 are inconsistent with the religious tenets of the Baptists who founded and continue to support this college. In particular Cumberland College asserts its exemption from those provisions of 86.32 (a) which appear to require Cumberland College to remove all curfews and controls in student women's housing.

Cumberland College is dedicated to the commitment of providing a Christian atmosphere for its students. Beyond the classroom the college provides a disciplined environment that demonstrates a concern for people by maintaining a life-style similar to that of the region. The majority of Cumberland College students come from homes in which the family has a strong sense of protection for the daughter. This has been the life style for many families for generations. An abrupt change to new cultural mores and living patterns as outlined in the Title IX regulations would be traumatic and could result in many young women being deprived of higher educations. This protective concern is demonstrated through rules and regulations for the women's residence halls. The continued use of regulated women's housing on campus is appreciated by the parents of our students and desired in many cases by the students.

Believing in the Biblical interpretation which stresses the sanctity of marriage and sex within marriage, Cumberland College is committed to providing an environment by which its students may live consistently with this Biblical interpretation. The resident hall regulations for women are consistent with the religious teachings of the Baptists of our region.

In addition Cumberland College believes that this control is required for the safety and security of the women residents. For example, crime statistics reflect a greater risk for attack upon a young women than upon a young man.

The above statement identifies provisions of 45 C.F.R. Part 86 which conflict with religious tenets of Cumberland College and its supporting constituency. Therefore, the college claims a religious exemption from these provisions as permitted by 86.12.



President, Cumberland College

Dated, September 28, 1976