



Freed-Hardeman College

Office of the President
Telephone 901 / 989-4611

Henderson, Tennessee 38340

August 11, 1976

Office for Civil Rights
Department of Health, Education and Welfare
Washington, D. C. 20201

Gentlemen:

Attached you will find a copy of our request for exemptions from Title IX under 45 C.F.R. Section 86.12 (c) which identify the specific provisions of 45 C.F.R. Part 86 which conflict with our religious tenets.

Sincerely,

E. Claude Gardner
E. Claude Gardner
President

ECG:nlh

Enclosures

REQUEST FOR EXEMPTIONS FROM

TITLE IX

FREED-HARDEMAN COLLEGE

AUGUST 10, 1976

Religious Commitment of Freed-Hardeman College

Freed-Hardeman College is controlled and operated by members of Churches of Christ. These churches recognize the Bible as their rule of faith and practice. The college claims an exemption from the requirements of Title IX of the Education Amendments of 1972 on a limited number of points on which it understands the requirements of Title IX and the teaching and requirements of the Bible to be in conflict. These points relate to (1) the role of women in the church; (2) differences in appearance of men and women; (3) modesty; (4) sexual morality, and; (5) marriage, divorce, and remarriage.

Since its earliest predecessor, the Henderson Male and Female Institute, was founded in 1869 by a man and a woman, A. S. Sayle and Miss Helen Post, the college has been coeducational and has employed both men and women. The intent and goal of equal opportunity for men and women was stated in the 1891 catalog of West Tennessee Christian College: "This is a mixed school. Both sexes are admitted with equal rights and privileges in every respect." While this ideal may not always have been realized, the college continues to be committed to equal educational and employment opportunity.

Freed-Hardeman College has made a diligent effort to request an exemption from the Title IX regulations in each of those areas in which it appears that there is a conflict. However, Freed-Hardeman reserves the right to reexamine the effects of Title IX on the institution and to request other exemptions should there prove to be any conflict.

SPECIFIC EXEMPTIONS

REQUESTED

REQUEST FOR EXEMPTIONS FROM TITLE IX

1. Access to Course Offerings

Department of Bible

In the Department of Bible, there are two courses designed for men only. They are BIB 231 (Preparation and Delivery of Sermons) and BIB 330 (Preacher and His Work). These courses are designed for the man who will serve as a preacher and include the principles and techniques of preparing and delivering sermons and the life and work of a preacher. It is one of our religious tenets that women should not serve as preachers (I Corinthians 14:34, I Timothy 2:11-12). Therefore, women Bible majors are not required to take BIB 231 (Preparation and Delivery of Sermons) or BIB 330 (Preacher and His Work).

Department of Health, Physical Education, and Recreation

In the Department of Health, Physical Education, and Recreation, equal opportunities exist for men and women in course offerings. Three swimming courses, PEA 165 (Beginning Swimming), PEA 166 (Intermediate and Advanced Swimming), and PEA 167 (Water Safety) are separated by sex because we believe in the observance of high standards of modesty in apparel. (I Timothy 2:9).

2. Activities and Organizations

Club Membership

It is one of our religious tenets that women should not serve as preachers (I Corinthians 14:34, I Timothy 2:11-12). Therefore, we have one club, Preachers Club, open to men only, and two clubs, Girls Religious Training Class and Preachers Wives Club, open to women only.

3. Athletics

Intramural and Intercollegiate

Differences in athletic attire for men and women are based upon a dress code in keeping with our philosophy of modesty (I Corinthians 11:14, I Timothy 2:9).

Freed-Hardeman College is committed to providing as many opportunities as possible for its women in the area of intramural and intercollegiate athletics. However, the college has strong beliefs concerning the teachings of the Bible on the subject of modesty. Freed-Hardeman College therefore, must review from time to time the dress of athletic teams that visit on our campus in order to ensure that our beliefs in this area are not compromised. Should such dress by opposing teams violate our beliefs in modesty the college would be bound to curtail such opportunities that it now affords its women in athletics. All dress code

provisions of the college are subject to such review and change by the board of directors as it sees fit in keeping with our basic and fundamental belief in the teaching of the Bible as it relates to modesty.

4. Employment

Freed-Hardeman College requests a religious exemption in the hiring of faculty members to teach in the Department of Bible. It is one of our religious tenets that women should not publicly teach mixed Bible classes which include adult males (I Timothy 2:11-12).

5. Employment Assistance

The placement office does not recommend females for preaching positions because it is one of Freed-Hardeman College's religious tenets that women should not serve as preachers (I Corinthians 14:34, I Timothy 2:11-12).

6. Rules and Policies

Hair and Dress Code

The men have a hair code defining minimum standards of acceptability. The women have a dress code in keeping with our philosophy of modesty. Any differences in rules concerning appearance are based on biblical principles of modesty (I Corinthians 11:14, I Timothy 2:9).