

Johnson



Bible College

Founded in 1893

KNOXVILLE, TENNESSEE 37998

April 12, 1985

William H. Thomas, Regional Director
United States Department of Education
101 Marietta Tower
Atlanta, GA 30323

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U.S. DEPT. OF ED.
OFFICE FOR CIVIL RIGHTS
REGION IV

Dear Mr. Thomas:

I appreciate your recent letter concerning our request for religious exemption from certain sections of Title IX of the Education Amendments of 1972. In it you indicated we had provided sufficient information regarding the religious tenets that are followed by our institution and the sections of the regulation from which we have requested exemption, but that we did not specify the religious organization that controls our institution. I called Mr. Ken Gross about this matter and he suggested that I write this letter to you.

Johnson Bible College is affiliated with the non-denominational fellowship of Christian Churches, also called in some parts of the country Churches of Christ (not to be confused with the Churches of Christ which refrain from the use of musical instruments in worship), but it is not controlled by any structure of that body of churches. Although these churches constitute collectively one of the larger church groups in the U.S.; cooperate voluntarily in many national and international endeavors; and meet annually in the North American Christian Convention, one of the largest church conventions held each year in the U.S.; we still do not have a structure that controls our churches or our institutions. These congregations are locally autonomous.

Most of our gift support, which is vital to the ongoing of the college, comes from these churches or members of them. The greater number of our students come from these churches, although membership in one of them is certainly not necessary to admission. All of the trustees who constitute the governing board of the college are members of these churches, and several of the board members are ministers of these churches.

Our church movement dates back to the early 19th century in America. If necessary, I can show nearly two centuries of church history as evidence of the conservative religious convictions that prompted our request for exemption from certain sections of Title IX. Although we are not controlled by a church organization beyond our board of trustees, we are so integrally tied to congregations of the Christian Churches/Churches of Christ, their members, and to our churches collectively that we must seek exemption from the sections of Title IX that infringe on our religious convictions.

Sincerely yours,

David L. Eubanks

sj

*No 639 With this letter
file letter with gum*

Johnson Bible College



KIMBERLIN HEIGHTS STATION ■ KNOXVILLE TENNESSEE 37920

JOHN M. LOWE
Dean of Students

Telephone (615) 573-4517

Office for Civil Rights
Department of Health, Education, and Welfare
P.O. Box 8214
Washington, D.C. 20024

RE: HEW Form 639 A (3/77), Article I.B., Claiming a Religious Exemption
under 45 CFR 86.12(b).

Section 86.21(c) (1) (2) (3) (4) Pre-Admission Marital or Parental Status.

An unmarried, pregnant applicant would not be admitted as a student. If the father were known, he would not be admitted either. Married applicants who are pregnant are welcome.

Unmarried pregnancy is treated as a sin, not as a "temporary disability". Because of the seriousness of the consequences of sexual immorality, pre-admission inquiries as to the marital or parental status of applicants is vital to the faith and practice of our religious community.

Therefore, we request an exemption from Section 86.21(c) (1) (2) (3) (4), basing the request on the religious tenet of sexual immorality which is condemned by scriptures such as the following: Matthew 15:19-20; I Corinthians 5:9-13; Galatians 5:19; Ephesians 5:3-12; I Timothy 1:8-11; Hebrews 13:4; Jude 7; Revelation 2:14; 21:8; 22:15.

Section 86.40(a) (b) (1) (2) (3) (4) (5) Marital or Parental Status of Students.

Disciplinary action is taken against unmarried pregnant students. If the father is known and he is a student, disciplinary action would be taken against him, too. No disciplinary action is taken against married pregnant students.

We request an exemption from Section 86.40(a) (b) (1) (2) (3) (4) (5), basing the request on the same religious tenet as given above for Section 86.21(c) (1) (2) (3) (4).

Section 86.57(a) (b) (c) (d) Marital or Parental Status of Employees.

This area relates to the issue of sexual morality on the part of faculty, staff, and administration. The college treats unmarried pregnancy among its employees the same as it treats students or applicants who are unwed and sexually promiscuous.

We request an exemption from Section 86.57(a) (b) (c) (d), basing the request on the same religious tenet as given above for Section 86.21(c) (1) (2) (3) (4) and Section 86.40(a) (b) (1) (2) (3) (4) (5).

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JOHN M. LOWE
Dean of Students

Telephone (615) 573-4517

FOUNDED IN 1893 FOR THE PURPOSE OF EDUCATING FAITHFUL MINISTERS OF THE GOSPEL

Section 86.60(a) Pre-employment Inquiries of Marital Status.

This section also relates to the issue of sexual morality on the part of faculty, staff, and administration.

We request an exemption from Section 86.60(a), basing the request on the same religious tenet as given above for Section 86.21(c) (1) (2) (3) (4), Section 86.40 (a) (b) (1) (2) (3) (4) (5), and Section 86.57(a) (b) (c) (d).

Section 86.31(d) (1) (2) (i) (ii) Programs Not Operated By Recipient.

Our preaching students are encouraged to participate in summer internships. The programs are operated by independent, locally autonomous Christian Churches and Churches of Christ which, for the most part, discriminate between the leadership roles of men and women in the church, basing their discrimination on scriptures such as the following: I Corinthians 14:34,35; I Timothy 2:11-3:13; Titus 1:5-9; 2:4,5.

Therefore, we request an exemption from Section 86.31(d) (1) (2) (i) (ii) in order that we may continue to encourage our preaching students to participate in summer internships, in spite of the fact that men will have more opportunities than women to participate.

The above problem areas are intended to be illustrative, but not necessarily exhaustive. If continuing self-evaluation, as allowed for by Article III.4 of HEW Form 639 A (3/77), reveals other areas of conflict between Title IX regulations and our religious tenets, we reserve the right to request other exemptions.

Although the above claims for exemption imply our acceptance of coming under the Title IX umbrella, we do not concede that 20 U.S.C.A. 1681 and subsequent sections related by implication therein are applicable to Johnson Bible College generally. We reserve the right to assert exception under 1681 (a) (3).

Sincerely yours,

David L. Eubanks
President