

OKLAHOMA CHRISTIAN COLLEGE

Oklahoma City, Oklahoma 73111 • (405) 478-1661

September 30, 1976

Mr. Martin H. Gerry, Director
Office of Civil Rights
Department of Health, Education & Welfare
Office of the Secretary
Washington, D.C. 20201

Dear Mr. Gerry:

Enclosed please find Assurance of Compliance form
for Oklahoma Christian College and a copy of our "Claim
for Religious Exemption."

Please let us know if additional information is needed.

Sincerely yours,

A handwritten signature in black ink, appearing to read "J. Terry Johnson". The signature is written in a cursive style with a large, looping initial "J".

J. Terry Johnson
President

JTJ:lp

Enclosure

OLD 9-30-76

A CLAIM FOR RELIGIOUS EXEMPTION

Oklahoma Christian College respectfully requests exemption from Title IX of the Education Amendments of 1972, as amended in the following areas:

1. Swimming Classes. All of our physical education classes are open to both men and women with the exception of swimming classes. The College has never allowed mixed swimming in any of the activities which it sponsors, and this action has been enforced because of the position on what is "modest attire."
2. Participation of women in leading religious services. The position in our entire religious brotherhood is that "women are not permitted to teach or have dominion over men" in religious affairs. None of our churches, for example, have women who speak in their pulpits or who teach adult classes with men present. The role of the woman, of course, is active in other types of activities. In view of this position, we do not ask women to lead in our chapel services, but do have other types of religious activities in which they are very active. [In this same connection, funds which have been given us for scholarships for ministers are given only to men students.]
3. Dress code. Our dress code is basically the same for men and women with a similar level of modesty expected for both. There is a specified length of hair for men and a specified skirt length for women. Neither sex is permitted to wear shorts on the campus except for active participation in athletics in which case there is a standard specified. These standard uniforms include both shirts and shorts for men and women, although the design is slightly different to accommodate normal variations in build and standards of modesty accepted among our church constituency.
4. Pregnancy treated as temporary disability. Oklahoma Christian College will treat pregnancy as a temporary disability for female employees with the opportunity for the employee to return after the child has been born; however, the college will not recognize "temporary disability" status if pregnancy occurs outside of wedlock. Pregnancy outside of wedlock will be grounds for dismissal. A male employee who is a party to pregnancy outside of wedlock will also be subject to immediate dismissal from the college.

Oklahoma Christian College is governed by the churches of Christ. All full-time faculty appointments are members of this church body and, by stipulation in the Articles of Incorporation and By-Laws, all trustees must also be a member of this religious body.