

Pepperdine University

September 27, 1976

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

Re: TITLE IX EXEMPTIONS

Dear Mr. Gerry:

The purpose of this letter is to inform you that Pepperdine University does not discriminate on the basis of sex in administration of its educational policies, admissions, employment, or other educational programs and activities except when full compliance with the Regulations under Title IX would be inconsistent with specific religious tenets held by the controlling religious organization. This letter submits exemptions for those requirements which the controlling religious organization holds are incompatible with the Biblical interpretations by which it is guided.

Pepperdine University is a Christian institution, operated and controlled by members of the churches of Christ, who believe that God made some distinctions between the roles of man and woman in the home and church, while maintaining their equal worth before Him.

There are two principal religious tenets which are inconsistent with the Title IX Regulations. The first such tenet is the belief that women should not serve in positions of authority or leadership over men in public worship, religious instruction, or in the home. The second such tenet is the belief that God approves sexual relationships only between male and female in holy wedlock.

Therefore, pursuant to Section 86.12, Pepperdine University submits the following exemptions from the provisions of Part 86:

1. Section 86.31 - Education Programs and Activities.

Pepperdine University reserves the right to exclude women from: public preaching; leading of devotionals in mixed audiences in daily chapel, the annual lectureship, or similar programs; or any activities or programs which are offered exclusively for students preparing for the preaching ministry.

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2. Section 86.37 - Financial Assistance.

Pepperdine University reserves the right to exclude women from scholarships, loans, or awards designated now or in the future exclusively for students preparing for the preaching ministry.

3. Section 86.38 - Employment Assistance.

Pepperdine University reserves the right to refuse employment placement assistance to women seeking employment as preaching ministers.

4. Sections 86.40(b) and 86.57(b) - Pregnancy and Related Conditions.

Pepperdine University reserves the right to take disciplinary action without regard to sex against persons determined by the University under its established procedures to be involved in heterosexual relationships outside the holy union of wedlock or in homosexual relationships.

5. Section 86.51 - Employment.

Pepperdine University reserves the right to exclude women from consideration for employment in jobs considered by the University to conflict with religious tenets regarding leadership or authority in public worship, religious instruction, or the home.

Pepperdine University maintains a policy of non-discrimination on the basis of sex in all situations which do not conflict with the religious tenets held by the institution's controlling religious organization. The University reserves the right to supplement and amend this listing of exemptions as unforeseen circumstances occur in the future.

Sincerely yours,



William S. Banowsky
President and Chief Executive Officer

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