

716 Franklin Street • Winston-Salem, North Carolina 27101-5197

Piedmont
Bible
College

Phone: 919/725-8344

September 29, 1988

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Assistant Secretary for Civil Rights
United States Department of Education
400 Maryland Avenue, S.W.
Washington, DC 20202

Re: Title IX, Exemption Application for
Piedmont Bible College
Winston-Salem, North Carolina

Dear Sir:

Piedmont Bible College hereby requests exemption from the requirements of Title IX of the Education Amendments of 1972 ("Title IX") as herein specified pursuant to Sections 901(a) (3) and 908 of Title IX and 34 CFR, Section 106.12(b). We believe we may be construed to have received indirect "Federal Aid" in the form of student aid such as: Pell Grants, Guaranteed Student Loans, Work-Study Programs and others.

Piedmont Bible College is an accredited member of the American Association of Bible Colleges, a member of the Evangelical Teacher Training Association, the Association of Christian Schools International, and is a

candidate for accreditation by the Southern Association of Colleges and Schools. The College is also recognized by the State of North Carolina for Teacher Certification.

The courses of instruction are organized into three divisions: the Division of Biblical Education (which includes the Department of Biblical Studies, the Department of Theological Studies, and the Department of Historical Studies); The Division of General Education (which includes the Department of Communication Arts, and the Department of Liberal Arts); and the Division of Christian Ministries (which includes the Department of Christian School Education, the Department of Missions, the Department of Missionary Aviation, and the Department of Music).

The College was chartered by the State of North Carolina as a non-profit educational institution on February 7, 1947, and is governed by a Board of Trustees elected in accordance with its Constitution and By-laws, which includes a provision that every trustee and every faculty member subscribe to the religious Doctrinal Statement of the College before they take office. All students must sign a statement that they are in essential agreement with the same doctrinal statement. The official catalog of the school describes the College:

"Although independent in operation, Piedmont Bible College is Baptist in polity and doctrine, premillennial (pretribulational) in interpretation, evangelical in practice, missionary in emphasis, and cooperative in spirit. In addition to the tenets of the college, the standards of Christian conduct call for a life of devotion and consistent separation unto God from the things of the world."

Piedmont Bible College is exempt under Federal Income Taxation as a not-for-profit religious institution under Section 501 (C)(3) of the Internal Revenue Code.

High standards of Christian ethics are required of each student. Each class begins with prayer, each student is given a weekly Christian work assignment to be faithfully fulfilled, each semester has a special day of prayer, and daily chapel attendance is required. Moreover, attendance at a mid-winter Bible conference and at Thursday evening sessions of the annual Missionary Conference is compulsory. Students whose general conduct and influence are out of harmony with the standards deemed essential to the academic, spiritual and social welfare of the college may be expelled, suspended, or refused admission.

The college is supported by its tuition, by grants from private donors, by matching gifts from

corporations, and by contributions from individual churches.

Piedmont Bible College adheres to the literal teaching of the Bible. The catalog is explicit:

"We believe in accepting the literal teaching of the Word. 'When the plain sense of scripture makes common sense, seek no other sense.' Therefore, every declaration is to be taken in its primary, ordinary, literal and its most obvious meaning unless the facts of the context and the well-defined laws of language clearly indicate the terms either to be symbolic or figurative and not literal. Whatever is not literal must be explained in the light of other passages which are literal."

The College specifically utilizes a religious preference in employment practices in order to ensure that faculty and staff adhere to a common understanding of the religious belief, values and purposes that guide the educational mission of the College. Disputes and matters of discipline for employees and students are resolved in accordance with religious standards. General distinctions are made in the Pastoral Training program in keeping with the doctrine of the College that only males should serve as pastors.

The Holy Bible, by which the College's entire educational mission is governed, is explicit in its statements respecting:

Divorce and remarriage: Matthew 19:3-12;
Romans 7:1-4; I Corinthians 7:10-17,

Abortion: Luke 1:41,44; Psalm 139:13-16;
Exodus 20:13; Psalm 51:5,

Homosexuality: I Corinthians 6:9,10;
Jeremiah 23:14; Leviticus 18:22; 20:13,

Gender distinction in the pastorate:
I Timothy 1:9-11; 3:1-2; Titus 1:6-7,

Premarital sex: I Corinthians 6:9, 13-20,

Sexual abstinence outside the marriage bond:
Hebrew 13:4; Exodus 20:17; I Corinthians 6:9;
13-20

The College seeks to maintain its religious freedom to make gender distinctions in its course offerings, in matters of moral behavior, marriage, and residential living accommodations and standards, in admissions, and in the assignment of Christian work. It specifically holds religious standards for personnel and students in matters conducive to the fostering of proper moral behavior and the discouragement of inappropriate behavior as understood in the concepts in the religious tenets embraced by the College. Such standards include matters relating to expression of human sexuality, living environment, respect for the rite of marriage, language, and attire. We deem these required by the following scriptures, among others:

Romans 1:24,25; I Corinthians 6:18; 10:8;
Matthew 19:6; Ephesians 5:31; I Timothy 2:9;
6:1; and Exodus 20:7

The College hereby requests exemption from the application of the following provisions of the Title IX regulations to the extent that they conflict with the College's religious tenets as described above:

34 CFR § 106.21 (c)
34 CFR § 106.31 (a), (b), and (d)
34 CFR § 106.32 (c)
34 CFR § 106.34
34 CFR § 106.40
34 CFR § 106.51 (a)
34 CFR § 106.55
34 CFR § 106.57 (a), (b), (c), and (d)
34 CFR § 106.60 (a)

There are a number of issues central to the religious beliefs and practices of the College that may not have been discussed in this letter because of our understanding that no specific exemption is required. For example, the College believes that Title IX, as amended, by the Civil Rights Restoration Act of 1987, shall not be construed to require the College to provide or pay for any benefit or service, including the use of facilities, related to an abortion. Additionally, pursuant to 34 CFR, Section 106.15 (d), the provisions of Sections 106.16 through 106.23, inclusive, do not

apply to the College because it is a private institution of undergraduate higher education. Finally, the College understands and Sections 106.23 and 106.33 permit the College to provide separate, although substantially comparable, housing, bathroom, locker room, and similar facilities for men and women.

The College specifically claims its rights to exercise a religious preference in its employment decisions, pursuant to Section 702 of Title VI of the Civil Rights Act of 1964 and the decision of the Supreme Court in Corporation of the Presiding Bishop v. Amos, 107 S. Ct. 2852 (1987). In seeking to provide equal employment opportunities for men and women, the College shall not under any circumstances waive or be deemed to have waived its primary requirement of hiring only persons whose religious beliefs and practice are consistent with the Christian tenets, principles and traditions acceptable by the College and the Corporation.

In the event of future amendments to Title XI or the regulations thereunder, or changes in the application thereof, or the facts surrounding the operation of the College and the burden of such statutes

and regulations on the College's ability to pursue its religious mission, the College reserves its right to apply to the Department of Education for an amendment to its exemption or an additional exemption in order to fully protect the religious tenets, practices, and traditions of Piedmont Bible College.

Thank you for your assistance and for your prompt consideration of this letter. If you have any questions or require any further information, please contact the undersigned.

Yours very truly,

Piedmont Bible College, Inc.

By: Donald K. Duke
President

Howard Wilburn