



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS

July 22, 2016

Mac Heavener, Jr.
President
Trinity Baptist College
800 Hammond Blvd.
Jacksonville, Florida 32221

Dear President Heavener:

The purpose of this letter is to respond to your February 9, 2016, letter to the U.S. Department of Education, Office for Civil Rights (OCR), in which you requested a religious exemption for Trinity Baptist College (College) of Jacksonville, Florida from Title IX of the Education Amendments of 1972. Title IX prohibits discrimination on the basis of sex in any education program or activity operated by a recipient of Federal financial assistance. We are processing your request and have determined that we need further information.

Section 901(a)(3) of Title IX, 20 U.S.C. § 1681(a)(3), and the Department's implementing regulation at 34 C.F.R. § 106.12 provide that Title IX and its regulations do not apply to an educational institution controlled by a religious organization to the extent that application of Title IX would not be consistent with the controlling organization's religious tenets. Such educational institutions are allowed to claim an exemption from Title IX by identifying the provisions of the Department's Title IX regulations that conflict with a specific tenet of the controlling religious organization.

An educational institution will normally be considered to be controlled by a religious organization under Title IX if one or more of the following conditions prevail:

- (1) It is a school or department of divinity, defined as an institution or a department or branch of an institution whose program is specifically for the education of students to prepare them to become ministers of religion or to enter upon some other religious vocation, or to prepare them to teach theological subjects; or
- (2) It requires its faculty, students or employees to be members of, or otherwise espouse a personal belief in, the religion of the organization by which it claims to be controlled; or
- (3) Its charter and catalog, or other official publication, contains an explicit statement that it is controlled by a religious organization or an organ thereof or is committed to the doctrines of a particular religion, and the members of its

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governing body are appointed by the controlling religious organization or an organ thereof, and it receives a significant amount of financial support from the controlling religious organization or an organ thereof.

Your letter states that the College “is controlled by and affiliated with the Trinity Baptist Church of Jacksonville, Inc.” Your letter also states that the College’s “identity as a Christian institution is central to all that we do and teach” and that “[t]he Church, and the College itself, believe in the inerrancy and truth of Scripture as presented in the Holy Bible.”

Although your letter states that the College is “controlled by and affiliated with” the Church, it does not provide information regarding how the Church controls the College. Thus, OCR requires further information to determine whether the Church’s relationship with the College meets the standard for “control” as described above. If you would like OCR to make a determination regarding the College’s religious exemption request, please provide additional clarification regarding how the Trinity Baptist Church of Jacksonville, Inc. controls the College. Feel free to provide any explanation or supporting documentation that may be helpful to OCR’s understanding. If you no longer wish to pursue your request for an exemption at this time, please let us know and we will treat your request as withdrawn.

Thank you for your cooperation. If you have any questions, please do not hesitate to contact me. I can be reached at (202) 453-6048.

Sincerely,



Seth Galanter
Principal Deputy Assistant Secretary
Office for Civil Rights
U.S. Department of Education