



April 7, 2016

Catherine Lhamon, Assistant Secretary
U.S. Department of Education, Office for Civil Rights
Lyndon Baines Johnson Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100

Re: Request for Religious Exemption from Certain Applications of Title IX

Dear Ms. Lhamon:

I am the President of Central Christian College of the Bible. As such I am the highest ranking official of this institution. I hereby respectfully request an exemption from certain aspects of Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et. seq.* (*Title IX*), based on the sincerely held beliefs of its Board of Directors and its founding fellowship of the Independent Christian Churches/Churches of Christ. Recent declarations of Title IX enforcement intentions of the Education's Office of Civil Rights, if applied to Central Christian College of the Bible (CCCB), will violate the religious tenets of Central Christian College of the Bible and its controlling religious body, the Independent Christian Churches. Specifically, CCCB requests an exemption, on religious grounds, from Title IX, and its implementing regulations, as such apply to students, prospective students, employees, or prospective employees and issues involving gender identity and sexual orientation.

Title IX provides a religious exemption for educational institutions controlled by a religious organization, if application of Title IX would violate the religious tenets of the educational institution or the controlling religious organization. The exemption is found at 20 U.S.C. § 1681 (a)(3). *"this section shall not apply to an educational institution which is controlled by a religious organization if application of this subsection would not be consistent with the religious tenets of such organization."*

CCCB was founded in 1957. At its establishment the founding Board of Directors unanimously declared that "the purpose of the school is to recruit leadership for the church at large according to the New Testament teaching." Central has remained exclusively committed to pursuing this purpose which is reflected in our current mission statement: Central exists to develop servant-leaders for the church." One of the controlling documents which guides the governance of the college is the Bylaws. Article I Section 2. states: "The object and purpose of the Corporation shall be the recruiting and training of leaders for the churches according to the teaching of the New Testament Scripture: a dedication to preaching and the promulgation of the true gospel in all churches so that the Body of Christ may be

spiritually united in love and service; to provide an institution of higher learning for the free churches of Christ, remaining loyal to the plea of the Restoration Movement; a continuing belief that Jesus is the Christ, the Son of the living God in the unique sense without reservation; an acceptance of the Bible as the Divinely inspired truth.

1. **CCCB is governed by a Board of Directors consisting of 7-13 members. Directors are members of the independent Christian Churches and they provide visionary leadership for the college.** (Administrative Handbook Section 2 Page 11)

The Board of Directors handbook and the Administrative Handbook require that the board is entirely made up of members of the independent Christian Churches.

CCCB Board of Directors Policy Manual Category 2 Document 9

3. **Eligibility**

- a. Any person shall be eligible for nomination as a Director who is an immersed believer in Christ as revealed in New Testament Scripture.
- b. A nominee must be a member in good standing of the New Testament church loyal to the plea of the Restoration Movement.
- c. A nominee must present a letter of recommendation from the Board of Elders of such church, prior to being seated as a director in full accord with Article I, Section 2 of the bylaws.
- d. A nominee must reflect Board values as stated in the Values policy.

2. **Central Christian College of the Bible is associated with the independent Christian churches/churches of Christ. All faculty members will remain loyal to the plea of the Restoration Movement.** (Faculty Handbook Section 3 Faculty Expectations)

Furthermore all faculty members have to agree to abide by the following theological affirmations. (Faculty Handbook Section 2.1)

2.1 – Theological Affirmations

Professors are expected to express theological compatibility with the College's affirmations of the teaching of Scripture. Any significant change in theological position or theological divergence from their original questionnaire should be noted to the Academic Dean. The faculty has approved the following affirmations for all teachers.

1. The one God exists eternally in the three persons of Father, Son, and Holy Spirit (Matt 28:19; 2 Cor 13:14).

2. Scripture is inspired, wholly without error in the original manuscripts, and the sole authority for the Christian's faith and practice (1 Tim 3:16; 2 Pet 1:19-21; Jn 10:35, 17:17; 1 Cor 2:12-13).
 3. All that exists was created by God; He made humanity in His own image (Gen 1:1-27; Matt 19:4).
 4. Adam and Eve's disobedience introduced sin and death to all mankind, who fall short of God's glory because of their own sin (Gen 3:1-19; Rom 3:23; 5:12-14).
 5. Jesus Christ, God incarnate, was born of a virgin, tempted but without sin, fully human and fully divine (Phil 2:5-11; Jn 1:1-15; Isa 7:14; Lk 1:26-35; Heb 4:15).
 6. The atoning death of Christ on the cross and His bodily resurrection from the grave demonstrate God's love and provide forgiveness and eternal life (Rom 5:6-11, 1 Cor 15:3-11).
 7. Salvation is available to all people by God's grace, through personal faith in Christ, at the immersion of a penitent believer (Rom 3:21-25, 6:1-14; Gal 3:26-29; Eph 2:8-10; Acts 2:38).
 8. The Holy Spirit inspired the authors of Scripture and miraculously empowered apostles and prophets to be the foundation of the church. Today, the Holy Spirit convicts the world of sin, regenerates and comforts believers, and indwells them for service in Christ's kingdom (2 Pet 1:19-21; John 3:5-8; 16:8-11; Titus 3:5-7; Gal 5:16-25; 1 Cor 12:4-7; Eph 2:20).
 9. The bodily return of Christ will bring the resurrection of the dead and the final judgment of the righteous to eternal life and the wicked to everlasting destruction (Mt 24:29-51; 1 Cor 15:50-58; 2 Thess 1:9; Rev 20:7-15).
 10. Christ has called the church to be holy, to carry out His Great Commission, and to build up all Christians. Each local congregation should be autonomous and unified, following the model of the New Testament church in government and practice (Mt 16:18, 19, 28:18-20; Eph 4:16ff.).
- 3. CCCB's Employees are expected to participate in a Restoration Movement (Independent Christian/Church of Christ) Church.**

The Employee handbook: 1.3 Core Values and Standards of Excellence

Employees of Central Christian College of the Bible:

- Acknowledge the authority of the Scriptures
- Hold to the inspiration of the Bible
- Aspire to live in harmony with the model of Christ and the precepts of Scripture
- Conform their lifestyles to the will of God, live in the truth and walk in the light
- Demonstrate a spirit of servanthood and submission to authority
- Attendance at a Restoration Movement Church and support for the Restoration Movement
- Knowledge and understanding of the Restoration Movement plea
- A conservative theological stand
- Live out an authentic relationship with Christ – evident in work habits and relationships

4. CCCB's Bylaw's reiterate our Biblical stance and core religious beliefs

a. ARTICLE III STATEMENTS OF FAITH AND CORE BELIEFS

- i. Section 1. Final Authority for Matters of Faith and Belief: The following statements of faith do not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of faith, doctrine, practice, policy, and discipline, the Board of Directors of Central Christian College of the Bible will be the final authority on the Bible's meaning and application.
- ii. Section 2. Statement on Gender and Sexuality: We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders reflect together the image and nature of God (Gen 1:26-27). Rejection of one's genetic gender is a rejection of the image of God within that person.
- iii. Section 3. Statement on the Sanctity of Human Life: We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life.
- iv. Section 4. Statement on Marriage: We believe that the term "marriage" only refers to the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are legally married to each other (1 Corinthians 6:18; 7:2-5; Hebrews 13:4).

5. Specific Exemption Request

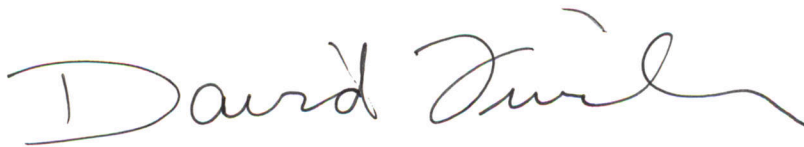
Based upon the religious control, religious heritage, and the sincerely held religious beliefs of Central Christian College of the Bible, and the Independent Christian Churches/Churches of Christ, CCCB specifically requests a religious exemption from Title IX of the Education Amendments of 1972, and all implementing regulations related thereto, which would violate the sincerely held religious beliefs of Central Christian College of the Bible and the Christian Churches.

The request for religious exemption includes but may not be limited to, the following specific regulations growing out of Title IX, as such regulations may be amended hereafter:

- 34 CFR § 106.21 Admission
- 34 CFR § 106.23 Recruitment
- 34 CFR § 106.31 Education programs or activities
- 34 CFR § 106.32 Housing
- 34 CFR § 106.33 Separate Facilities
- 34 CFR § 106.34 Access to classes and schools
- 34 CFR § 106.37 Financial Assistance
- 34 CFR § 106.38 Employment Assistance to Students
- 34 CFR § 106.39 Health Insurance Benefits and Services
- 34 CFR § 106.41 Athletics
- 34 CFR § 106.51 Employment
- 34 CFR § 106.53 Recruitment of Employees
- 34 CFR § 106.55 Job Classification and Structure
- 34 CFR § 106.57 Marital or Parental Status
- 34 CFR § 106.60 Pre-employment opportunities

Thank you for your consideration of this request for exemption. If you need further clarification do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "David Fincher". The signature is written in a cursive, flowing style with a long horizontal line extending from the end of the name.

David B. Fincher, Ph.D
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