

HARDIN-SIMMONS

U N I V E R S I T Y

Office of the President

To: Ms. Catherine E. Lhamon
Assistant Secretary for Civil Rights
United States Department of Education
400 Maryland Ave. S.W.
Washington, DC 20202-1100

From: Dr. Lanny Hall

Date: October 20, 2015

Re: Claim of Title IX Religious Tenet Exemption

I am President of Hardin-Simmons University. As such, I am the highest ranking official of this institution. I submit the following statement in order to claim on behalf of the University the religious tenet exemption from Title IX of the Education Amendments of 1972 which is provided for in 20 U.S.C. 1681, 1682, and which is the subject of 34 C.F.R. 106.12.

Hardin-Simmons University is a Baptist institution of higher education. It is a Texas nonprofit corporation whose principal office address is 2200 Hickory, Abilene, Texas 79698.

Hardin-Simmons University is controlled by a religious organization, the Baptist General Convention of Texas. This Convention is a Baptist general body whose constituency is the cooperating Baptist churches of Texas. It is an "association of churches" in the terminology of the Internal Revenue Code. Pursuant to the University's Articles of Incorporation, which I enclose, the Baptist General Convention of Texas controls the University in part by exercising its right to select a majority of the board of trustees of the University, the governing body of the University. I enclose the Articles of Incorporation and Bylaws of the University.

The Convention's authority over the University constitutes control by the Convention which is more than sufficient to cause the institution to be exempt from Title VII of the Civil Rights Act of 1964's general prohibition against religious discrimination in employment under 42 U.S.C. 2000e-2, §703(e)(3) as an educational institution "which is in whole or in substantial part, owned, supported, controlled, or managed by a particular religion or by a particular religious corporation, association or society." (See, for example, the decision of the United States Circuit Court of Appeals, Eleventh Circuit, regarding our sister Baptist university in *Killinger v. Samford University*, 113 F. 3d 196 (1997)).

This request for exemption is from provisions of Title IX to the extent application of those provisions would not be consistent with the Convention's religious tenets regarding marriage, sex outside of marriage, sexual orientation, gender identity, pregnancy, and abortion. I identify those provisions to be:

Admissions:

34 C.F.R. § 106.21 including but not limited to (b)(iii) (governing differential treatment on the basis of sex in admissions); and (c) (governing admissions prohibition on the basis of marital or parental status).

Recruitment:

34 C.F.R. § 106.23 (governing nondiscriminatory recruitment).

Education Programs or Activities:

34 C.F.R. § 106.31(b) (4) (governing different rules of behavior or sanctions), and (b) (7) (otherwise limiting any person in the enjoyment of any right, etc.);

34 C.F.R. § 106.32 (governing housing);

34 C.F.R. § 106.33 (governing comparable facilities such as restrooms and locker rooms);

34 C.F.R. § 106.37 (governing financial assistance);

34 C.F.R. § 106.40 (governing different rules based on marital or parental status of students); and

34 C.F.R. § 106.41 (governing athletics);

Employment:

34 C.F.R. § 106.51 (governing employment);

34 C.F.R. § 106.52 (employment criteria);

34 C.F.R. § 106.53 (recruitment);

34 C.F.R. § 106.57 (governing the consideration of marital or parental status in employment decisions); and

34 C.F.R. § 106.60 (governing pre-employment inquiries).

The mission of the University is stated as follows:

To be a community dedicated to providing excellence in education enlightened by Christian faith and values.

In regard to marriage, sex outside of marriage, sexual orientation, gender identity, pregnancy and abortion, the Convention has repeatedly spoken. For example, in 2009, the Convention adopted the attached resolution *On Sexual Ethics*. The Convention has declared “. . . the Bible teaches that the ideal for sexual behavior is the marital union between husband and wife and that all other sexual relations - whether premarital, extramarital, or homosexual - are contrary to God’s purposes and thus sinful.” Since 1980, the Convention has declared on six occasions its religious beliefs opposing abortion. The Convention has declared its religious belief that “gender is based on biological attributes and is seen as a gift from God and immutable.” That declaration is also attached.

In 1988 the Convention adopted an addition to its previously adopted statement of Baptist Faith and Message which includes the following expression of religious tenets of the Convention:

XVIII. THE FAMILY

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God’s unique gift to reveal the union between Christ and His church, and to provide for the man and the woman in marriage the framework for intimate companionship, the channel for sexual expression according to biblical standards, and the means for procreation of the human race.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children Gods pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Application of a regulation would not be consistent with these tenets if the regulation prohibited the institution from following its policies, that is if the regulation prohibited the University:

From engaging in recruiting and admissions under a policy which called for the consideration of an applicant for admission's sexual orientation, transgendered status, marital status, past and present practices regarding marriage, sex outside marriage, pregnancy, and abortion (these considerations collectively referred to hereafter as "student and employee characteristics"), and prohibited the institution from treating that person differently as a result of that consideration;

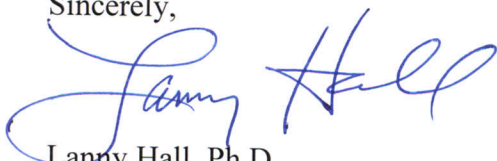
From subjecting students to rules of behavior, sanctions, or other treatment because of these student characteristics. Examples would be the institution's rules regarding eligibility for employment of the student by the institution; the assignment of housing, restrooms and locker rooms, and restrictions to athletic activities by birth sex; rules prohibiting homosexual conduct including but not limited to a prohibition of a student's engaging in sex with a person of his or her birth sex; prohibition of sex outside of marriage between a man and a woman; sanctions as the result of pregnancy and abortion; and

From making all employment decisions, including but not limited to selection criteria and pre-employment inquiries, recruitment, the decision to employ, retention decisions, and decisions regarding sanctions, in a manner which takes into consideration these employee characteristics.

Thus, this claim for exemption includes exemption from these specified regulations to the extent the regulation would require the institution to treat marriage, sex outside of marriage, homosexuality, gender identity, pregnancy and abortion in a manner that is inconsistent with the religious tenets of the Convention.

I trust this letter is sufficient, but if you have any questions, please let me know. Thank you for your attention to this matter.

Sincerely,



Lanny Hall, Ph.D.
President

Attachments:

Hardin-Simmons University Bylaws

Hardin-Simmons University Articles of Incorporation

BGCT Resolution III On Sexual Ethics, 2009

BGCT Executive Board Resolution on Transgender Issues, 2015