

Approved By: Board of Trustees

Date Approved: March 29, 2018

1. **Summary:** This policy defines the College's compliance with state and federal laws and regulations regarding non-discrimination.
2. **Rationale:** This policy is necessary to ensure the College operates in accordance with applicable laws and regulations in a manner consistent with its religious tenets.
3. **Entities Affected:** students and employees
4. **Definitions:** Not Applicable
5. **Policy:**

Laws and Regulations

Criswell College operates in compliance with all applicable federal and state non-discrimination laws and regulations in conducting its programs and activities and in its employment decisions. Such laws and regulations include:

1. Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, and national origin in the programs and activities of the university. This policy of non-discrimination also complies with Internal Revenue Service Revenue Ruling 71-447 required for maintaining the university's tax-exempt status.
2. Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on sex, race, religion, color, or national origin.
3. Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in the recruitment and admission of students, the recruitment and employment of faculty and staff, and the operation of its programs and activities.
4. The Americans with Disabilities Act of 1990 (Public Law 101-336), the purpose of which is to afford the disabled equal opportunity and full participation in life activities and to prohibit discrimination based on disability in employment, public service, public accommodations, telecommunications, and transportation.
5. The Age Discrimination Act of 1975, which prohibits discrimination on the basis of age in programs and activities of the university.
6. The Age Discrimination in Employment Act of 1967, which prohibits discrimination against persons aged 40 and over regarding employment decisions.
7. Title IX of the Education Amendments of 1972, which prohibits all forms of discrimination on the basis of sex (including sexual harassment and sexual assault) in programs and activities of the university, except where the university has been granted exemptions based on its religious tenets.

8. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC §1092(f)) (“Clery Act”) which requires colleges and universities to disclose information about crime on and around their campuses. This includes recent amendments to the Clery Act under the Campus SaVE Act and Violence Against Women Act, which deals with incidents of sexual assault, domestic and dating violence, and stalking.

Religious Exemptions

As a religious institution, Criswell College is permitted to discriminate on the basis of religion. The College has received specific exemptions from Title IX requirements so that it can faithfully follow the Biblical values regarding gender and sexuality articulated in its Articles of Faith, Bylaws, and policies.

Students

Criswell College admits students who are Christians of good character, without regard or reference to race, national or ethnic origin, color, age, disability, or sex (except where regard to sex is required by the College’s religious tenets regarding gender and sexuality) to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of these classifications in administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs.

Employees

Employment at Criswell College is open to qualified individuals who are Christians of good character, without regard or reference to race, national or ethnic origin, color, age, disability, or sex (except where regard to sex is required by the College’s religious tenets regarding gender and sexuality). All prospective and current employees must affirm the College’s mission statement and be willing to conduct their lives in conformity with the College’s Articles of Faith and the College’s definitions of and commitment to ethical and moral integrity.

6. Procedure:

1. **Implementation:** The College’s Chief of Staff and vice presidents are responsible for maintaining and following any necessary procedures for the implementation of this policy within their respective divisions.
2. **Responsibility for Compliance:** Chief of Staff
3. **Notification:** This policy will be posted on the College’s website and summaries of the sections of the policy will be published in various College documents, including new employee packets.

For the Office of Institutional Effectiveness and Research only:

Policy version: 2.0	Policy number: 1.014
Related policies:	

Policy History

Version 1.0	May 5, 2017
Version 2.0	March 29, 2018