



## Religious Exemption Statement

The EEOC poster is required by federal law to be posted. It is a generic poster and does not describe the rights of a religious organization such as Regent University. Title VII expressly states that it “shall not apply to . . . a religious corporation, association, educational institution, or society with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution, or society of its activities.” 42 U.S.C. § 2000e-1(A) (emphasis added.) Title VII defines “religion” broadly to include “all aspects of religious observance and practice, as well as belief.” 42 U.S.C. § 2000e(j).

Pursuant to this religious exemption in Title VII, Regent University lawfully exercises its sincerely held religious beliefs, including with respect, but not limited, to conduct concerning religion, sexual orientation, and gender identity, in some ways that are not included on the generic EEOC poster, but can be found in the Regent University “[Statement of Christian Community & Mission](#)” and the “Statement of Faith” in the Regent University Employee Handbook.