

July 6, 2015



Ms. Coty Richardson
[Redacted]
[Redacted]

Dear Coty:

I am writing this letter to confirm our conversation of June 24, 2015, regarding your employment at NCU, and to respond to your June 30, 2015, email.

In your email, you focus on the impact of your pregnancy on performance of your work and your right to privacy. Neither concern is the issue NCU has with your continued employment.

At no time during our discussion or presently do I have a concern about your pregnancy affecting your ability to teach. NCU has had other pregnant employees and we've always worked with them to manage their work. Pregnancy is not the issue for us.

Regarding your privacy concerns, before this pregnancy, it was known to NCU staff, students, and myself you are a single mother. You informed us of your pregnancy and, during our conversation, shared that you are pregnant outside of marriage and cohabiting with the baby's father. I was clear with you that NCU's concern is your lifestyle which is inconsistent with the faith based standards under which NCU operates and which you self-disclosed.

Conditions of your employment require compliance with the Faculty Handbook. The Faculty Handbook reflects that NCU is an academic institution with its foundation in the Christian faith. NCU's goals include that of an institution of integrity, mindful of its heritage and Christian service.

Your pregnancy outside of marriage and cohabitation with the father is incompatible with NCU's missions and goals. NCU expects its faculty to be role models for the students. Since your marital status is generally known and your pregnancy will become obvious to all, it will be apparent to faculty and students you have engaged in a lifestyle that does not reflect faith based conduct consistent with NCU goals or expectations.

In order to continue your employment, you must conform your lifestyle to reflect the faith based perspective of NCU. If you choose to continue to cohabit outside of marriage, your employment with NCU must end.

Please inform me within seven days of the date of this letter of your decision.

Sincerely,

A handwritten signature in black ink, appearing to read "Dennis R. Lindsay", is written over the typed name.

Dennis R. Lindsay
Vice President for Academic Affairs and Dean of the Faculty

cc. Joseph Womack

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