

Federal Law: Title VII of the Civil Rights Act of 1964

- **Title VII** prohibits employment discrimination based on religion, among other things.
- However, **Section 702(a)** of Title VII provides an important exemption:

"This subchapter 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))

◇ **Meaning:** A religious organization (like a Christian childcare nonprofit) can legally prefer co-religionists — people who share their religious beliefs — for employment **related to its mission**.

Indiana Law: Indiana Civil Rights Law (IC 22-9-1)

- Indiana's Civil Rights Law (IC 22-9-1-1 et seq.) mirrors federal protections.
- It **also prohibits discrimination**, but has a similar **exception** for religious organizations.

In particular, **IC 22-9-1-3(m)** defines a "religious corporation" and allows for preference based on religion:

"The term 'employer' does not include a religious corporation, association, or society with respect to the employment of individuals of a particular religion to perform work connected with the carrying on of its activities."

Summary for You:

- A Christian nonprofit childcare center in Indiana **can legally require employees to share the same faith and biblical beliefs** if (1) the center qualifies as a religious organization and (2) the work relates to the religious mission.
- Both **federal law (Title VII)** and **Indiana state law (IC 22-9-1-3(m))** support this right.