

Hello administrator/trustee,

My name is [insert your name], and I am a [relationship to Milligan]. [Personal statement, if you would like]

I am writing to you today to address the decision that Milligan's board of trustees and administration made that resulted in the resignation of a professor because of their sexual orientation. The purpose of this email is not to ask for a reversal of this action, but to make it clear that Milligan's student body and alumni denounce this decision. We want to prevent future discrimination of any faculty, staff, or student on the basis of sexual orientation.

Milligan has taken advantage of the fact that they are a private, religious institution. If Milligan was a nonreligious university, this decision would violate Title VII of the Civil Rights Act of 1964, opening Milligan to potential grounds for lawsuit. Title VII is in place in order to protect people from discrimination based on sex, religion, race, and creed. The federal Equal Employment Opportunity Commission, which was created by the Civil Rights Act, established in 2015 that discrimination based on sexual orientation violated Title VII. Though Milligan's private and religious status exempts them from adhering to this law, Milligan has the moral obligation to not discriminate against their students and faculty for any reason.

The word "love" is mentioned over 300 times in the Bible. In 1 Peter 4:8, Peter says, "above all, love each other deeply, because love covers a multitude of sins" (NIV). As Christians, we are called to love all people, outcasts and sinners alike as Jesus modeled for us with unfailing forgiveness and grace. You did not show love to our professor, but instead turned them away and rejected them for who they are. As a Christian educational institution, Milligan is supposed to be teaching their students to love others as Jesus instructed us to, but this decision exemplified the opposite. As a leader of this school, what example of Christian values are you setting?

Regardless of your own personal beliefs regarding same-sex relationships, as a Christian there is no other value more paramount to practice than love. We do not believe that discriminating against a person based on their sexual orientation aligns with how, through his teachings and actions, Jesus invited us to love everyone unconditionally. Lastly, we want to emphasize that we

are writing from a place of immense love for Milligan. The appreciation we have for the school we adore, urges us to hold it accountable and demand change.

We are aware that you have already made a decision that you cannot change. However, we ask that you answer to the Milligan community and its requests - can you promise the Milligan community:

- that you will not make any further administrative decisions that discriminate against a person based on their sexual orientation?
- that you will require diversity training for Milligan's administration?
- that you will make Milligan's anti-discrimination policy inclusive of LGBTQ+ individuals?
- that you will protect your LGBTQ+ students, faculty and staff and treat them equally to their counterparts?

And can you promise to parents of LGBTQ+ students attending Milligan now and in the future:

- that their children will be given the same safety and acceptance as other students are given?

This decision is an injustice to the community you serve. What will you do to ensure that injustices like this will not occur again?

Thank you for your time. This is an act of love for our faculty, administration, and students and the college we want to faithfully take pride in.

[sign your name]