

the institution ends immediately. This has been and is now part of the agreement that every person enters into when he is employed by Bob Jones University.

3. Rules and regulations governing the school shall be made by a committee representing the faculty and a committee representing the student body, and upon the adoption of these revised by-laws, the committee shall reaffirm all outstanding rules and regulations and make such additional ones as they deem wise and proper. Every student before he or she matriculates in the institution shall read the rules and sign an agreement to live up to the rules. The first rule shall be, "Griping not tolerated, but constructive suggestions appreciated." Any student who feels at any time that he or she has been mistreated may go to the proper executive and make a complaint. If the decision made by the Executive is not satisfactory to the student, he may then appeal to the Court of Appeals in the University, and the decision of this Court is final. If a student is not satisfied with the decision of the Executive and the decision of the Court, if he appeals the case, and remains in school, he or she cannot complain and "gripe" and nurse a grudge.

4. The President of the University or anyone representing him in his absence is directed to discharge anyone who, while in the employment of the institution, criticizes the administrative policies or fails to co-operate in maintaining the position of the school regarding doctrine, evangelism, and discipline.

5. If a person discharged is a teacher, and it is impossible to find some loyal member or members of the organization or someone from somewhere else who is loyal and co-operative to take over the courses of the teacher discharged, the students taking those courses shall be reimbursed for the percentage of the tuition paid for the courses or satisfactory arrangements be worked out for the students to take some other courses in line with their training or a plan worked out by which the students may be able to take the courses during the summer school at Bob Jones University and their room, board, and tuition be provided by the University.

6. If at any time an employee is discharged and feels that he has not been treated justly, such a person may present his or her complaint to the Executive Committee, and we assure the employee that the case will be judged in a frank and unbiased way by the members of the Executive Committee, but there will be no appeal beyond the decision of this Committee.

7. The wife or husband of an employee of Bob Jones University is to be as loyal to all the positions set forth in

these by-laws as the employee is, and if it is found that the husband or wife of an employee has a critical attitude toward the University and is not co-operating in maintaining the position set forth herein, the employee shall be discharged.

8. The Executive Committee is hereby authorized to make certain financial gifts over and above salaries to the faithful, loyal Christian faculty and staff who have shown a co-operative spirit.

9. The Board of Trustees shall not be permitted to elect anyone to the Executive Committee who does not agree to co-operate in all the positions outlined in these rules and regulations. It is further ordered and directed that any member of the Executive Committee must resign his or her position forthwith if the time ever comes when the member cannot give full approval and support and loyal co-operation to the enforcement of the by-laws, rules, and regulations of the University.

Greenville, S.C.  
May 27, 1952.

S. R. K. Johnson  
Secretary and Treasurer  
of Bob Jones University  
hereby certify that the  
 foregoing pages are a  
 true and correct copy of  
 the By-Laws, Rules and  
 Regulations adopted by  
 the Board of Trustees on May 27, 1952  
 S. R. K. Johnson