



GRAND CANYON UNIVERSITY™

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September 15, 2015

American Civil Liberties Union of Arizona
PO Box 17148
Phoenix, AZ 85011
Attn: Victoria Lopez

VIA MAIL AND EMAIL (vlopez@acluaz.org)

RE: GRAND CANYON UNIVERSITY

Dear Ms. Lopez:

I am writing in response to your August 28, 2015 letter regarding Grand Canyon University. You asked that we respond to you by September 15, 2015 with regard to marital benefits under our human resources policies for same-sex partners.

Grand Canyon University has been a Christian institution since its inception in 1949. The university's commitment to Biblical principles, which is reflected in its curriculum and how its faculty and students live out their faith on campus and in our neighborhood, is stronger than it has ever been. We are proud of our record with regards to the diversity of both our student body and our employee base.

Like the other approximately 1,000 religious-based universities across the country, we are evaluating our policies regarding marital benefits for same-sex partners in light of the ruling by the Supreme Court in late June. At this point, only a handful of Christian universities have publicly announced changes to their policies regarding this issue.

The timing is appropriate, as we review our HR policies every year at this time, and this will be part of that review process. We want to be very thoughtful about this process, as we are about any HR policies in our benefits package. Any changes that we make, including potential changes to the marital benefits package for same-sex partners, are typically announced at the end of November during the new enrollment period for employees and implemented at the beginning of the year.

Regards,
GRAND CANYON UNIVERSITY

Brian Mueller
President