Biola University does not discriminate on the basis of race, color, national origin, ethnic group identification, sex, age, or physical or mental disability. However, as a private religious institution, the university reserves the right to exercise preference on the basis of religion in all of its employment practices. All employees must demonstrate a spiritual attitude and a lifestyle consistent with the beliefs, methods, and goals of the university. It is Biola's policy to recruit, hire, and promote within all job classifications on the basis of merit, qualification, competence, and spiritual commitment. This applies to all categories of employment.

An employee who feels that he or she has experienced discrimination may meet with a person, officially designated to receive reports of discrimination, to work for resolution in such situations. This reporting procedure is outlined in section 3.21, Complaint Procedure for Discrimination/Sexual Harassment.

Biola University's Doctrinal Statement remains the foundational document, regarding the theological position of the university. From its inception, Biola's position has been and remains Christian, Protestant, and theologically conservative. Prospective and existing employees must affirm that their personal theological beliefs are in agreement with the Biola Doctrinal Statement. A prospective or an existing employee's church affiliation will be considered in determining his or her understanding of and compliance with Biola's theological position.