



Andrews University Berrien Springs, Michigan 49104 (616) 471-7771

President

July 15, 1976

Dr. F. David Mathews, Secretary
Department of Health, Education, and Welfare
330 Independence Avenue, N.W.
Washington, D. C. 20201

Dear Dr. Mathews:

I am sending you a statement concerning the relationship of Andrews University to Title IX. We published a year ago the following statement in the local publications such as The Herald Palladium, Saturday, October 18, 1975; The Journal Era, Wednesday, October 15, 1975; The Student Movement, Tuesday, October 21, 1975; the Weekly Announcement Sheet, Thursday, October 16, 1975; Andrews University Focus, November 1975; and included it as an insert with the faculty and staff payroll checks of Thursday, October 16, 1975.

Andrews University has reviewed its relationship with Title IX and asserts that it does not discriminate on the basis of race, color, national origin or sex in admission, employment, or educational programs and activities, except where provisions of the law conflict with the Ten Commandments and with the moral teachings of Scripture as understood by the Seventh-day Adventist Church. Inquiries may be directed to the President of the University.

The following statement now requests exemptions from specific provisions of Title IX.

Andrews University is a coeducational institution of higher learning established by the Seventh-day Adventist Church as an instrument essential to the fulfillment of its teaching ministry.

Andrews University is committed to equal educational and employment opportunities among its students or employees or among applicants for admission or employment. The University is in substantial compliance with the requirements issued by the United States Department of Health, Education, and Welfare under Title IX of the Educational Amendments Act of 1972.

Andrews University believes the interpretation and implementation of Title IX regulations are subject to constitutional guarantees against unreasonable entanglement with or infringement on the religious teachings and practices of the Seventh-day Adventist Church.

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Andrews University is responsible for applying to both men and women employees and students Biblical principles of morality and deportment as interpreted by the Church. It also is obligated to apply church standards with respect to appearance, including those differentiating between men and women.

Andrews University claims exemption from those provisions of Title IX, such as Regulations 86.21, 86.40, 86.57(b), and 86.31, insofar as they conflict with church teachings and practices on morality, deportment, and appearance.

We appreciate the provisions to allow specific exemptions in Title IX.

Very sincerely yours,

Joseph G. Smoot
President

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