



*President*

March 26, 1979

Waite H. Madison, Jr. Director  
Division of Postsecondary Education  
Office of Compliance and Enforcement  
Office for Civil Rights  
Department of Health, Education and Welfare  
Washington, D. C. 20201

Dear Mr. Madison:

It a pleasure forme to send you the information that you requested about possible conflicts between our religious beliefs and the 45 C.F.R. Section 86 regulation under Title IX of Education Amendments of 1972.

We have tried to identify the areas of the regulation that we believe to be in conflict with our norms. We also intend to demonstrate that Antillian College falls within the definition of a religiously controlled institution as set forth in the explanation of the Title IX Assurance of Compliance Form.

In the Title IX assurance form previously filed with the Departament of Health, Education, and Welfare, Antillian College requested that it be granted exemptions, as provided for in 45 C.F.R. Section 86.11, from certain provisions of Title IX regulations because they appeared to be in conflict with certain religious teachings of the Seventh-day Adventist

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Church, of which Antillian College is an integral part. Specifically, Antillian College requested exemptions from the following regulations on the grounds hereinafter stipulated.

45 C.F.R. Sections 86.21, 86.40, and 86.57 which pertain to marital and parental status: The eighth Fundamental Belief of the Seventh-day Adventist Church states "that the law of the ten commandments points out sin" (Church Manual 33). The seventh commandment, Exodus 20:14, states, "Thou shalt not commit adultery". The church interprets this commandment to cover adultery, fornication, various perversions, and certain remarriages ("Reasons for Which Members Shall Be Disciplined", Church Manual 247). The Church Manual comments: "The church cannot afford to deal lightly with such sins, not permit personal considerations to affect its action. It must register its decisive and emphatic disapproval of the sins of fornication, adultery, all acts of moral indiscretions, and other grievous sins" (p. 249).

45 C.F.R. Section 86.31 which deals with regulations governing student appearance: The Seventh-day Adventist Church adheres to basic Biblical teachings that wearing apparel should be modest, that jewelry should not be worn, and that there should be distinctions between men's and women's clothing. (1 Tim. 2:9 and Deut. 22:5). For more than one hundred years the writings of Ellen G. White, considered to be divinely

inspired, have guided the church in interpreting the above mentioned Biblical principles ("Clothing" and "Jewelry", Comprehensive Index to the Writings of Ellen G. White). The Church Manual states that "believers should recognize their bodies as the temple of the Holy Spirit, and that therefore they should clothe them in neat, modest, dignified apparel" (pp. 36-37).

Antillian College, as a church institution, is obligated to uphold the above religious standards in its relationships with its students and employees.

Antillian College believes it is in compliance with the requirements of Title IX because it applies its religious principles and regulatory standards equally to students and employees of both sexes. It has requested these specific religious exemptions because it is not clear as to how the regulations promulgated under Title IX will be interpreted and applied to religious institutions, specifically to Antillian College.

Background information demonstrating that Antillian College is religiously controlled: The Seventh-day Adventist Church in the United States operates two universities, eight senior colleges, one medical arts junior college in the main land and a senior college in Puerto Rico to provide for its youth the opportunity to do advanced study within the context of the church world view and sense of mission. Antillian College

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is one of those twelve institutions, and as such is more than a church-related college. It is an integral part of the church, and, as such, is listed in the Seventh-day Adventist Yearbook as a Seventh-day Adventist educational institution and thus comes under the church's basic 501 (c) (3) tax exemption. In addition the members of its constituency and board of trustees are Seventh-day Adventists, as are its faculty and staff.

We will be glad to provide you any additional information if needed.

Cordially yours,



Israel Recio  
President

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