

85-004781

# Brescia College



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OFFICE OF THE PRESIDENT

Mr. William H. Thomas  
Region IV Director  
U. S. Department of Education  
101 Marietta Tower  
Atlanta, Georgia 30323

May 7, 1985

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U.S. DEPT. OF EDUCATION  
OFFICE FOR CIVIL RIGHTS  
REGION IV

Dear Mr. Thomas:

I am writing in response to a recent letter from your office regarding our request made in 1976 and again in 1979 for religious exemption from certain provisions of Title IX of the Education Amendments of 1972. Brescia College is a Catholic institution of higher education and as such strives in all areas of its service to uphold the religious tenets of the Catholic Church. We would like to request exemption from the following Title IX regulations which we believe are in conflict with some of those tenets:

1. Marital Status. The Catholic Church is by its very nature committed to the importance and stability of the family. Divorce is permitted under certain circumstances, but remarriage is recognized only if an annulment of the previous marriage is granted by the Church. As a Catholic College, we seek to employ persons whose lifestyle seems consistent with the tenets of the Church. We request exemption from the part of Section 106.60 which denies us the right to make pre-employment inquiry as to the marital status of an applicant for employment.
2. Pregnancy. Sections 106.51 and 106.57 require that we treat pregnancy and childbirth and recovery therefrom as any other temporary disability for all job related purposes. We request exemption from this requirement where it applies to an unmarried employee, since we consider pregnancy outside marriage a moral issue.
3. Abortion. Sections 106.51 and 106.57 require that we treat termination of pregnancy and recovery therefrom as any other temporary disability for all job related purposes. According to the tenets of the Catholic Church, abortion is a question of grave moral significance. We request exemption from this requirement for all of our employees, married and unmarried.

We will be most grateful for your immediate attention to this important concern.

Sincerely,

Sister George Ann Cecil  
President

SGAC/lb