

CAMPBELLSVILLE COLLEGE
Campbellsville, Kentucky

ASSURANCE OF COMPLIANCE WITH TITLE IX OF THE
EDUCATION AMENDMENTS OF 1972 AND THE
REGULATION ISSUED BY THE DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE IN
IMPLEMENTATION THEREOF

ARTICLE I - Paragraph 2 - RELIGIOUS EXEMPTION

Section 86.12 (a) provides that the Rules and Regulations adopted pursuant to Title IX shall not apply . . . to an educational institution which is controlled by a religious organization to the extent application of this part would not be consistent with the religious tenets of such organization.

Campbellsville College was founded in 1906 and as stated in its Articles of Incorporation was established to "maintain a four-year coeducational liberal arts college emphasizing and recognizing the teachings and doctrines of Jesus Christ as contained in His Holy Word and shall offer such curriculum as may be determined by the administration and faculty, and approved by the Board of Trustees of this corporation..." One of the great commitments of Campbellsville College has been to stimulate understanding of the Christian ethic and the motive of service to mankind.

Campbellsville College has no intention of discriminating against its students or its employees on the basis of sex. Because of the principles upon which it was founded and to which it has adhered throughout its history, however, and because it is controlled by its Articles of Incorporation, Campbellsville College asserts its exemption as a religious organization to the extent the Regulations contained in Part 86 are inconsistent with the religious tenets of the Christian religion. In particular Campbellsville College asserts its exemption from those provisions of 86.40 which would require Campbellsville College not to exclude any unmarried student from its educational program or any activity because of the student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom and the provisions which appear to require Campbellsville College to treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom of an unmarried person in the same manner and under the same policies as any other temporary disability.

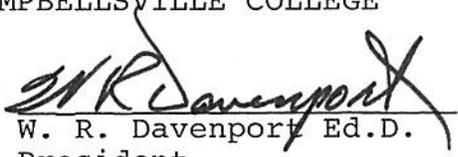
Campbellsville College claims exemption from those provisions of Section 86.57 which appear to prevent the college from excluding any unmarried employee or applicant for employment on the basis of pregnancy, childbirth, false pregnancy, and termination of pregnancy and appears to require the College to treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom of an unmarried person as any other temporary disability.

Campbellsville College claims exemption from the provisions of Section 86.60 which appear to require the College not to make any pre-employment inquiry as to the marital status of an applicant for employment, including whether such applicant is married or unmarried.

Adhering to the ethical and moral principles of Christianity, pregnancy out of wedlock, both on the part of the male and female who participated in its cause, cannot be treated as any other temporary disability. Members of the faculty of Campbellsville College are expected to constitute role models for the students and in such roles - stable, moral family relationships are extremely important in adhering to the principles of Christianity. It is, therefore, essential that Campbellsville College knows in advance of employment whether prospective faculty members have a good family relationship or whether, at the other extreme, such prospects indulge in acts which would be detrimental to good family relationships.

CAMPBELLSVILLE COLLEGE

By


W. R. Davenport Ed.D.
President

September 30, 1976