

Harding Academy

1000 CHERRY ROAD

Memphis, Tenn. 38117

767-4400

DR HAROLD BOWIE, SUPERINTENDENT

October 21, 1976

Mr. Martin H. Gerry, Director
Office for Civil Rights
Department of Health, Education, and Welfare
Office of the Secretary
Washington, D. C. 20201

Dear Mr. Gerry:

Thank you for your recent letter concerning our application for exemption from certain of the requirements of Title IX. It is my understanding from your letter that we do have your permission to separate boys and girls at the high school level for Bible instruction in compliance with the religious tenets of the Church of Christ with which we are affiliated.

You asked for a clarification of our application concerning the requirements of Sec. 86.31 (a) (5). I am not certain whether or not we need to seek exemption from this requirement. We have a dress code with specific requirements for boys and specific requirements for girls. For instance, we have a hair length requirement for boys that does not apply to girls and we have a dress length for girls and do not permit girls to wear boys' blue jeans. We also require boys to wear socks and belts and require them to keep their shirt tails tucked in their pants. If these items are not in any way a conflict with this requirement, then we do not need to seek exemption from it.

In reference to our concern about Sec. 86.40 and Sec. 86.57, we have a policy not to admit students or employ teachers who have engaged in extramarital sex relations as evidenced by pregnancy. Such persons are also dismissed from the school should such happen after they are admitted or employed. This policy applies equally to men and women, boys and girls.

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We also wish to retain the right to refuse employment to any applicant who is divorced for reasons other than those generally accepted by Churches of Christ as being compatible with the teaching of the Bible. This policy applies equally to both men and women. If Title IX would require us to alter the policies that have been stated, then we would seek exemption from that part of the Title IX requirements.

Thank you for your letter and the opportunity to clarify our request.

Sincerely yours,

A handwritten signature in cursive script that reads "Harold Bowie".

Harold Bowie
Superintendent

HB:lw