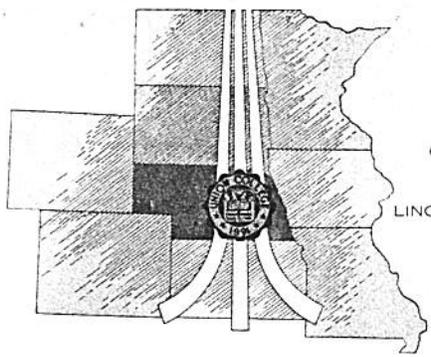


0801195



# UNION COLLEGE

LINCOLN, NEBRASKA 68506 ■ (402) 488-2331

*Kresy  
A.H.*

July 18, 1976

Office of the Secretary  
Department of Health, Education and Welfare  
Education Division  
Office of Education  
Washington, D.C. 20202

Dear Sirs:

Herewith I am enclosing a statement which articulates the policy of Union College relative to Title IX and discrimination in general. Our position is as follows:

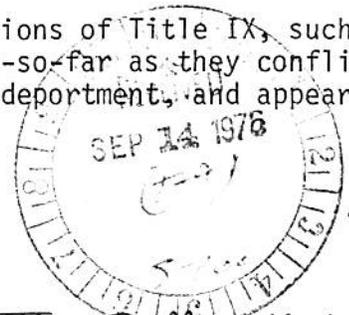
"Union College is a co-educational institution of higher learning, established by the Seventh-day Adventist Church as an instrument essential to the fulfillment of its teaching ministry.

"Union College is committed to equal educational and employment opportunities for men and women and does not discriminate on the basis of sex among its students or employees or among applicants for admission or employment. The College 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.

"Union College 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.

"Union College is responsible for applying to both men and women employees and students biblical principles of morality and deportment as interpreted by the Seventh-day Adventist Church. It also is obligated to apply Church standards with respect to appearance, including those differentiating between men and women.

"Union College claims exemption from those provisions of Title IX, such as Regulations 86.21, 86.40, 86.57(B), and 86.31, in-so-far as they conflict with Church teachings and practices on morality, deportment, and appearance."

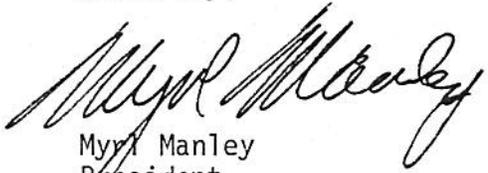


AUG 16 1976

Department of Health, Education and Welfare  
July 18, 1976  
Page 2

I believe that this statement of policy is required to be submitted to your office by July 19, 1976.

Sincerely,

A handwritten signature in cursive script, appearing to read "Myra Manley".

Myra Manley  
President

MM:sv