



August 4, 2015

Dr. Dennis Lindsay
Vice President for Academic Affairs and Dean of Faculty
Northwest Christian University
828 East 11th Ave.
Eugene, OR 97401

Re: Reinstatement of Professor Coty Richardson

Dear Dr. Lindsay:

Coty Richardson, former Assistant Professor of Exercise Science at Northwest Christian University, informed you that she was pregnant and expecting a child in late November 2015. After you inquired about intimate details of her personal life, she then told you that she had decided to go through with the pregnancy. She also told you that although she loves her partner (and he loves her), she did not feel it was the right time for her and her partner to marry.

You then informed her that she had two choices: (1) she could proclaim that the pregnancy was a mistake and dissociate with her partner entirely, or (2) she could marry him before the start of the fall semester. You expressed to her, in no uncertain terms, that if she did not comply with your ultimatum, NCU would fire her. According to you, her decision to have a child out of wedlock was inconsistent with the core values of the University. When she refused to commit to your two drastic options, NCU fired her. In the termination letter, you then mentioned that she was being fired for having premarital sex, a concern that you had never previously expressed (and we presume you made up in an effort to avoid liability), but equally confounding.

NCU's actions are unfair and unjust. Professor Richardson has decided that she wants to go through with her pregnancy. And she does not want to relinquish all ties to her partner, a person whom she loves, and who will be the father of her child. She also does not want to get married at this time, as this is not practical from a financial, emotional, or practical perspective, although she hopes to marry her partner soon. Professor Richardson has acted appropriately, and she should not be fired for refusing to marry.

We ask that you reinstate Professor Richardson to the NCU faculty.

Very truly yours,

A handwritten signature in blue ink, appearing to read 'Daniel Kalish', is written over a light blue horizontal line.

Daniel Kalish
Partner, HKM Employment Attorneys LLP