

certain instances where religion or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise, and (2) it shall not be an unlawful employment practice for a school, college, university, or other educational institution or institution of learning to hire and employ employees of a particular religion if such school, college, university, or other educational institution or institution of learning is, in whole or in substantial part, owned, supported, controlled, or managed by a particular religion or by a particular religious corporation, association, or society, or if the curriculum of such school, college, university, or other educational institution or institution of learning is directed toward the propagation of a particular religion;

(h) nothing contained in this subtitle shall be interpreted to require any employer, employment agency, labor organization, or joint labor-management committee subject to this subtitle to grant preferential treatment to any individual or to any group because of the race, color, creed, or national origin of such individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, creed, or national origin employed by any employer, referred or classified for employment by any employment agency or labor organization, admitted to membership or classified by any labor organization, or admitted to, or employed in, any apprenticeship or other training program, in comparison with the total number or percentage of persons of such race, color, creed, or national origin in any community, State, section, or other area, or in the available work force in any community, State, section, or other area.

27 19.

THIS ACT SHALL NOT APPLY TO AN EMPLOYER WITH RESPECT TO THE EMPLOYMENT OF ALIENS OUTSIDE OF THE STATE, OR TO A RELIGIOUS CORPORATION, ASSOCIATION, OR SOCIETY WITH RESPECT TO THE EMPLOYMENT OF INDIVIDUALS OF A PARTICULAR RELIGION TO PERFORM WORK CONNECTED WITH THE CARRYING ON BY SUCH CORPORATION, ASSOCIATION OR SOCIETY OF ITS RELIGIOUS ACTIVITIES OR TO AN EDUCATIONAL INSTITUTION WITH RESPECT TO THE EMPLOYMENT OF INDIVIDUALS TO PERFORM WORK CONNECTED WITH THE EDUCATIONAL ACTIVITIES OF SUCH INSTITUTION.

SEC. 2. *And be it further enacted,* That this Act shall take effect ~~June 1, 1965~~ JULY 1, 1965.

Approved May 4, 1965.

CHAPTER 718
(House Bill 136)

AN ACT to repeal and re-enact, with amendments, Section 116 (1) (d) of Article 77 of the Annotated Code of Maryland (1962 Supplement 1957 EDITION), title "Public Education," subtitle "Chapter 8. Teachers' Certificates, Salaries and Pensions," subheading