

2023 REPORT ON COMPLIANCE

VIRGINIA CODE SECTION 23.1-401.1

RICHARD BLAND COLLEGE

Virginia Code § 23.1-401.1 requires institutions of higher education to file annually on or before December 1 a report to the Governor and the Chairmen of the House Committee on Education and the Senate Committee on Education and Health regarding the institution's compliance with the provisions of the section. The report shall include a copy of the institution's policies regarding speech that is constitutionally protected under the First Amendment to the United States Constitution and materials on such policies, a certification that the institution has complied with subsection C of Virginia Code § 23.1-401.1, and a copy of any complaint filed in a court of law since December 1 of the preceding year to initiate a lawsuit against the institution or an employee of the institution in his or her official capacity for an alleged violation of the First Amendment to the United States Constitution.

Richard Bland College has included on its website, in its Student Handbook, and in all future student orientation programs the attached Free Speech Notification (see Attachment A), which includes the process to report incidents of disruption of constitutionally protected speech and is the material developed regarding the policies. Richard Bland College has notified all employees regarding the Free Speech Notification and the related policies, which include the Freedom of Speech and Assembly on Campus Policy (see Attachment B), the Social Media Policy (see Attachment C), and the Proper Placement of Postings Policy (see Attachment D).

Richard Bland College's President has certified that Richard Bland College has complied with subsection C of Virginia Code § 23.1-401.1 (see Attachment E).

No complaints have been filed in a court of law to initiate a lawsuit against Richard Bland College or a Richard Bland College employee in his or her official capacity for an alleged violation of the First Amendment to the United States Constitution.

Attachment A

FREE SPEECH NOTIFICATION

Pursuant to Virginia Code § 23.1-401.1, Richard Bland College (“RBC”) hereby notifies the RBC Campus Community regarding the policies RBC has in place to ensure that everyone’s free speech rights are guaranteed, limited only to the extent authorized by the First Amendment to the United States Constitution. The relevant policies can be found as follows: Freedom of Speech and Assembly on Campus (Policy Number 5080), <https://www.rbc.edu/policy-manual/campus-safety-and-police-policies/> ; the Social Media Policy and Proper Placement of Postings, <https://www.rbc.edu/policy-manual/communications-policies/> .These policies are located on the RBC website and in the Student Handbook. All student orientation programs also shall include these policies.

Report any disruptions regarding constitutionally protected speech to RBC’s Director of Campus Safety and Police at police@rbc.edu or 804-862-6111.

Policy History

Approved November 27, 2018

Updated January 22, 2020

Reviewed August 15, 2023

Attachment B

Policy Name: Freedom of Speech and Assembly on Campus Responsibility for Maintenance: Director of Campus Safety and Chief of Police

I. Policy Statement

Individuals and organizations wishing to exercise their freedom of speech or the right of the people peaceably to assemble, must register with the Office of Campus Safety and Police at least 24 hours in advance if exercising such speech or rights to assemble would in any way be disruptive to anyone within the campus community, including RBC employees or students. Standard space reservation procedures must be followed. If notice is given less than 24 hours in advance, the College will make every effort to grant such a request provided that safety and security issues and logistical concerns can be appropriately addressed. The location of the assembly will be determined by College officials in consultation with the organizers and will be based on safety and security concerns. It is not the intent of this policy to censor or otherwise limit free expression. However, exercises of free speech and rights to assemble must be peaceable, orderly, nondisruptive, and comply with College standards of conduct and other RBC policies.

II. Reason for Policy

This policy provides guidance for the appropriate use of College space for free speech and assembly activities.

III. Applicability of the Policy

This policy applies to all individuals and organizations wishing to use College facilities for free speech and assembly activities.

IV. Related Documents

V. Contacts

Office	Title	Telephone Number	Email
Department of Campus Safety and Police	Director of Campus Safety and Chief of Police	(804) 862-6111	police@rbc.edu

Policy History

Approved November 20, 2015

Updated January 11, 2017

Updated January 22, 2020

Updated August 15, 2023

Attachment C

Policy Number: 4010

Policy Name: Social Media Policy

Responsibility for Maintenance: Associate Director of Communications

I. Policy Statement

Official Use of Social Media

Unless specifically authorized by Campus Communications, with authority from the RBC President, no Richard Bland College staff, faculty, or student may create an “official” Richard Bland College presence on any form of website or social media now in existence, or created in the future, or represent themselves as a spokesperson or authorized representative of Richard Bland College. This includes the use of the College name or logos in any manner that suggests a College connection or oversight. Some staff or faculty of Richard Bland College may be required to use social media as part of their employment and/or academic responsibilities. If so, such status shall be clearly stated and shall be approved in writing in advance by Campus Communications, with authority from the RBC President. Campus Communications may utilize social media to present information and content to the public and receive feedback from the public and the College community. Content and information released on social media is equivalent to content and information released to the media and the public in any other format, including news releases, letters, etc. Care must be taken that content and information released to the public over social media is accurate, does not violate applicable laws (including, but not limited to, copyright, trademark, privacy, and defamation laws), or Richard Bland College policies. Official Richard Bland College social media may allow members of the public to comment or react to posted content and information. Individuals, including staff, faculty, and students of Richard Bland College acting in their personal capacity, may post or comment as long as they identify themselves. Anonymous postings are unauthorized. In general, the College invites discussion of important ideas and issues through social media. However, Richard Bland College reserves the right to remove posts or comments that are obscene, defamatory, threatening, abusive, spam, advertisements, private information, or unrelated to the content or information. Richard Bland College also reserves the right to remove posts or comments that violate applicable laws including, but not limited to, copyright and trademark, or those that violate the use policies promulgated by the applicable social media provider.

Richard Bland College’s use of social media is governed by Section 230 of the Communications Decency Act, which provides a safe harbor for internet service providers and websites for activity that takes place on said sites, provided that the site or domain takes certain actions when legally required. RBC also complies with the “Use of Electronic Communications and Social Media” policy.

II. Reasons for Policy

Richard Bland College encourages the appropriate use of all social media as a method for communicating ideas and information, and as part of the educational mission of the College. The purpose of the policy is to ensure that College social media usage is authorized.

III. Application of the Policy

This policy governs all RBC staff, faculty, and students. This policy governs behavior of individuals as they utilize all social media technologies for College purposes and is not limited to any specific media format.

IV. Related Laws and Policies

[Communications Decency Act, 47 U.S.C § 230](#)

V. Contacts

Office	Title	Telephone Number	Email
Communications	Chief Marketing & Communications Officer	(804) 862-6214	communications@rbc.edu

VI. Definitions

“Social media” means those Internet or Mobile digital tools and systems used to share and/or receive information, including any social media outlets in which an individual or group of individuals might post information anonymously. The term is limited to those social media accounts that are utilized by the College for its purposes.

Policy History

Approved November 20, 2015

Updated January 11, 2017

Updated August 1, 2019

Updated July 1, 2020

Updated August 15, 2023

Attachment D

Policy Number: 4020

Policy Name: Proper Placement of Postings

Responsibility for Maintenance: Associate Director of Communications

I. Policy Statement

Consistent with Richard Bland College's Facilities Master Plan, postings are not allowed to be placed directly on windows, doors, display cases, stair rails, walls of public corridors, or other surfaces. The College will make appropriate devices available for standard communications (e.g., bulletin boards, insert sleeves, cork boards, digital screens, etc.). The walls inside faculty offices as well as faculty office doors and common areas within office suites, considered an extension of classroom communication tools, are exempt from this policy.

II. Reasons for Policy

The posting policy is necessary to maintain a safe, comfortable physical environment that is non-threatening and conducive to learning, to promote a positive image of the College, and to avoid residual adhesive that damages surfaces.

III. Application of the Policy

This policy applies to the entire College community and visitors.

IV. Contacts

Office	Title	Telephone Number	Email
Communications	Chief Marketing & Communications Officer	(804) 862-6214	communications@rbc.edu

V. Definitions

"Postings" include but are not limited to: flyers, signs, paper cutouts, handouts, advertisements, notices, manuals, artwork, booklets, brochures, circulars, folders, leaflets, pamphlets, and instructions.

Policy History

Approved March 15, 2018

Updated August 1, 2019

Updated July 1, 2020

August 15, 2023

Attachment E

**CERTIFICATION OF COMPLIANCE
WITH SUBSECTION C OF VIRGINIA CODE § 23.1-401.1
RICHARD BLAND COLLEGE**

I, Debbie L. Sydow, President of Richard Bland College, do hereby certify that Richard Bland College has notified all employees who are responsible for the discipline or education of enrolled students regarding the policies and related materials involving speech that is constitutionally protected under the First Amendment to the United States Constitution. These materials include the process to report incidents of disruption of such constitutionally protected speech.



Debbie L. Sydow, President

Date: November 29, 2023