

2025 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

Policy Number: 0200

Policy Name: Free Speech Notification

Effective Date: November 27, 2018

Last Updated: January 22, 2020

Pursuant to Virginia Code § 23.1-401.1 of the Code of Virginia (Virginia Code), 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, <https://www.rbc.edu/policy-manual/campus-safety-police-policies/#5080-freedom-of-speech-and-assembly-on-campus-anchor>; the Social Media and Proper Placement Postings, <https://www.rbc.edu/policy-manual/communications-policy/#4010-social-media-policy-anchor> and <https://www.rbc.edu/policy-manual/communications-policy/#4020-proper-placement-of-postings-anchor>. 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.

Attachment B

Policy Number: 5080

Policy Name: Freedom of Speech and Assembly on Campus

Responsible Office: Department of Campus Safety and Police (NOTE: sections IV.B through IV.F. are shared responsibilities with the Department of Capital Assets and Operations)

Effective Date: November 20, 2015

Last Updated: August 23, 2024

I. Policy Statement

The college fosters an environment that thrives on the exchange of ideas, diverse perspectives, and intellectual exploration. Committed to upholding the freedom of expression, the college supports the exercise of constitutionally protected speech across all programs and facilities, while also ensuring a safe environment free from significant disruptions and any safety concerns. To maintain these freedoms, the University adheres to established policies and guidelines governing freedom of speech and assembly on campus, aimed at preserving its mission, safeguarding its community, and achieving its operational goals.

II. Purpose

The college recognizes and supports free speech and the expression of ideas as fundamental to fulfilling its academic mission. The purpose of this policy is to ensure compliance with the Code of Virginia and maintain a safe and effective educational environment and administrative operations. It aims to protect the constitutional rights of individuals who wish to express those rights and organize peacefully while also ensuring there is no disruption towards regular campus operations, nor obstructing free access to buildings, or unreasonably infringe upon the rights of others. Additionally, this policy establishes standard procedures and guidelines for reserving college property and buildings for such purposes.

III. Definitions

Event: An occurrence at a specific location for a designated period of time, involving a gathering of 10 or more people. This excludes routine academic events, training, and athletic activities sponsored by the college.

College-Affiliated Persons/Groups: Any individual or group, including currently enrolled students, faculty, staff, foundation, or college-recognized groups or clubs.

Non-Affiliated Persons/Groups: Any individual or group not consisting of currently enrolled students, faculty, staff, or college-recognized groups or clubs.

Campus Property: Any property owned, leased, or controlled by Richard Bland College. This includes, but is not limited to, residential dorms or housing, academic buildings, administrative buildings, support buildings, athletic facilities, roadways, sidewalks, parking lots, and green spaces (including the Pecan Grove and ponds).

IV. Policy and Procedures

A. Speech

Richard Bland College is committed to upholding the constitutional freedoms of all individuals, including students, employees, and guests. However, Richard Bland College prohibits the following types of expression which are not protected by the U.S. Constitution or the Code of Virginia:

1. Defamation
2. Incitement to unlawful conduct
3. Imminent threats of actual violence or harm
4. Obscenity
5. Fighting words: Expressions that, by their very utterance, may cause injury or provoke an immediate breach of the peace.
6. Copyright or trademark violations
7. Criminal or civil harassment, including harassment based on sex, race, religion, or Affiliation
8. Trespassing
9. False advertisements

B. Activities and Events

No individual or group shall cause, incite, or participate in conduct that is prohibited by local, state, or federal law that may or may not be otherwise covered in this section or other sections of this policy manual. To ensure that individuals and groups engaging in expressive activities do not interfere with the operation of the college, state or federal law, or the rights of others, the following provisions shall apply:

1. Events, persons, or their belongings must not block or unreasonably interfere with the free flow of vehicular, bicycle, or pedestrian traffic. The right of way on streets and sidewalks must be maintained.
2. Events, persons, or their belongings must not block or unreasonably interfere with ingress and egress to and from campus buildings.

3. Events, persons, or their belongings must not obstruct or attempt to force the cancellation of any event or activity sponsored by the college or authorized users of college facilities.
4. Persons must not engage in harassing, physically abusive, threatening, or intimidating behavior toward any individual.
5. Persons must comply with the directions of any college official acting in the performance of their duties.
6. Administrative activities, classes, or other scheduled events must not be disrupted.
7. The use of sound equipment must be specified at the time of the event request on the event registration form. The use of such equipment must not unreasonably interfere with classes or other scheduled activities. See section C (Campus affiliated or D non-campus affiliated).
8. When an invited speaker is the subject of protest, individuals may demonstrate and/or distribute leaflets outside the building where the speech is taking place. Those wishing to enter the building must do so as members of the audience, paying any applicable admission fees, and must give the speaker a respectful hearing. Obstructing, disrupting, or attempting by physical force to cancel or discontinue speech by any speaker or the observation of speech by any person intending to see or hear a speaker is prohibited and failure to adhere to this directive will result in removal from the premises.
9. All affiliated persons, student groups/organizations, and non-affiliated persons may engage in posting on College property in compliance with the following conditions; Exterior posting on College property is permitted on designated boards. Materials may not be placed on areas or surfaces not intended for posting including, but not limited to: trees, columns, lampposts, bollards, walls, trash receptacles, railings, construction fences, and bicycle racks. Also, flyers publicizing or advertising events must prominently display the event name; the sponsor's name; contact information; and the date, time, and place of the event. Individuals are prohibited from removing/talking down a posting, unless they or a group they are associated with are responsible for the posting. If an individual believes that a posting violates this or other College policy, they should report the posting to an administrator of the specific building or to police@rbc.edu.
10. Only affiliated persons and student groups/organizations may engage in chalking on College property. Affiliated persons and student groups/organizations may engage in chalking in compliance with the following conditions: Chalk may be used on exposed (not below roofs or other overhangs) exterior concrete or asphalt sidewalks or walkways. Use of chalk on brick, slate, other stone surfaces, buildings, or other structures of any kind is strictly prohibited. Only non-permanent sidewalk chalk may be used. No paint, spray/adhesive chinks, markers, or inks are allowed. Defacing or intentionally erasing existing chalking is prohibited by anyone other than the person or

organization who initiated the chalking display, except that College facility and maintenance personnel are allowed to clean and wash sidewalks and other outdoor areas at any time in the course of their usual and ordinary maintenance activities.

11. All applicable federal, state, and local laws and regulations, including local ordinances regarding demonstrations on public streets, as well as all relevant college policies, must be observed and followed.

C. Event Request and Facility Usage by College Affiliated Persons/Groups

Students, employees, and college-affiliated groups or organizations must submit event requests to Campus Engagement using the Campus Engagement Event Request Form, available at https://richardblandcollege.formstack.com/forms/campus_event_registration_2024_2025.

Requests must be submitted at least 30 days before the event date in order to ensure that enough staff are available to assist in event set up and/or for security purposes (including having to hire temporary staff to assist). Late submissions may be denied. The Event Request Form must include the following information:

1. Event organizer
2. Organizer contact information (email & phone number)
3. Event category
4. Proposed event date and time
5. Proposed event location preference
6. Name of event
7. Goals or learning outcome of event
8. Description of event
9. Estimated number of attendees
10. Outside support needs, such as technology, catering, facilities, Communications, security
11. Procurement needs.

The event request will be reviewed by the designated event coordinator, who will verify the needs with the event organizer to ensure all relevant information is understood. The event coordinator will then present the event request to the event team, which includes representatives from student engagement, police and security, and facilities. This team will evaluate the activity, campus property usage, support requests from various departments, as well as the setup and recovery of the event.

If necessary, a safety and security assessment may be conducted to address any safety concerns. This may include, but is not limited to:

1. Adjusting the event location, time, or date

2. Determining the need for additional police/security support
3. Implementing security checkpoints or access restrictions
4. Limiting vehicular access
5. Establishing safety zones around the venue
6. Once approved, the event will be added to the College Event Calendar.

- All events must have an institution-affiliated sponsor. The sponsor must have someone onsite or immediately available throughout the event.

Please see additional requirements in IV.E. below

D. Event Request and/or Building Use from Non-Affiliated College Persons/Groups

Non-affiliated groups or individuals wishing to host an event on campus property or rent college facilities/buildings must submit a Facility Rentals Form, available at <https://www.rbc.edu/facility-rentals/>. This site provides Facility Request Forms for various purposes, including wedding venues, athletic events, facility use, and summer camps. The Events Manager is responsible for collecting and managing all information related to external event requests on campus.

The Facility Rentals Form must be submitted at least 60 days before the event date in order to ensure that enough staff are available to assist in event set up and/or for security purposes (including having to hire temporary staff to assist). Late submissions may be denied. The form must include the following information:

1. Event organizer and/or organization
2. Organizer contact information (email & phone number)
3. Event category
4. Purpose of event
5. Proposed event date and time
6. Proposed facility, building, or area that event will occur

The Events Manager will review all request and gather further information, as needed, which may include but not limited to:

1. Clarification on event purpose
2. Estimated number of attendees
3. Outside support needs, such as technology, catering, facilities, communications, security
4. Procurement needs

5. If alcohol is present at event (ABC license needs)
6. Proof of insurance, as needed

The Events Manager will collaborate with the Business & Operations Manager and the Chief of Police to review the event and ensure it does not conflict with other scheduled college activities.

The Director of Campus Safety & Police will assess each request to determine if any safety precautions or police/security presence is required. This assessment may include, but is not limited to:

1. Number of anticipated attendees at the event.
2. Any significant effect on the college safety & security
3. Any significant effect on college services
4. Type of attendees or speakers, such as political figures, famous individuals, or controversial figures
5. Type of event, such as concert or dance
6. If alcohol is present during event
7. If cash or money will be exchanged, such as selling goods or ticket sales

After the approval process, the Events Manager will discuss any identified issues or necessary changes with the event organizer, including any limitations on event activities or facility usage. Once final approval is granted, the Events Manager will issue a Facilities Use Agreement for the event, which the organizer must sign. The Events Manager will also be responsible for collecting any applicable fees and obtaining any required certificates of insurance.

E. Additional Event Requirements for Affiliated and Non-Affiliated Individuals or Groups

1. No structures (including tents) are allowed without permission. The bringing, leaving, or dumping of furniture, mattresses, or other large household items, defined as anything that cannot be reasonably carried on the person or reasonably used for personal purposes, is also prohibited unless prior written permission has been given by the Department of Campus Security and Police.
2. Constructing shelters/tents outside on College-owned or operated properties is prohibited unless pre-approved in writing by the Department of Campus Security and Police.
3. All permitted structures, signs, and litter resulting from the activity/event must be removed from the area at the end of the event.
4. Use of security apart from the school police department is prohibited.
5. By submitting the required event registration, the reserving person and associated persons and/or group agree to comply with federal, state, local laws, College facility use rules, and applicable policies in the Student Handbook (if a student-related event).

6. Persons shall comply with the directions of any College official acting in the performance of his/her duties.

F. Event Termination

Events, whether organized by campus-affiliated persons/groups or non-affiliated individuals/groups, may be terminated for reasons including, but not limited to:

1. Violation of state or federal law
2. Violation of College policy
3. Violation of terms set in the facilities Use Agreement
4. Damage to property
5. Imminent or threats to safety & property (to include weather related events)
6. Disruption or obstruction of the administrative and/or educational environment

G. Contacts

OFFICE	TITLE	TELEPHONE NUMBR	EMAIL
Department of Campus Safety and Police	Director of Campus Safety and Chief of Police	(804) 862- 6111	police@rbc.edu

H. Review Process

The policy will be reviewed and, if necessary, revised annually or sooner if circumstances require.

Attachment C

Policy Number: 4010

Policy Name: Social Media Policy

Responsible Office: Communications

Effective Date: November 20, 2015

Last Updated: August 15, 2023

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. Definitions

“Social media” means those Internet or Mobile digital tools and systems used to share and/or 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.

V. Related Laws and Policies

Communications Decency Act, 47 U.S.C § 230

Policy 1.75 - Use of Electronic Communications and Social Media

VI. Contacts

OFFICE	TITLE	TELEPHONE NUMBER	EMAIL
Communications	Chief Marketing & Communications Officer	(804) 862- 6214	communications@rbc.edu

Attachment D

Policy Number: 4020

Policy Name: Proper Placement of Postings

Responsible Office: Communications

Effective Date: March 15, 2018

Last Updated: August 15, 2023

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.

I. 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.

II. Application of the Policy

This policy applies to the entire College community and visitors.

III. 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.

IV. Contacts

OFFICE	TITLE	TELEPHONE NUMBER	EMAIL
Communications	Chief Marketing & Communications Officer	(804) 862- 6214	communications@rbc.edu

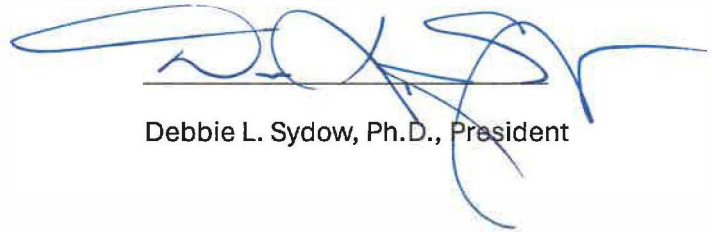
Attachment E

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.

A handwritten signature in blue ink, appearing to read 'Debbie L. Sydow', is written over a horizontal line.

Debbie L. Sydow, Ph.D., President

Date: December 1, 2025