

1000 Human Resources Policies

Policy Number: 1010

Policy Name: Rights and Responsibilities to Preserve Citizenship

Responsibility for Maintenance: Director of Human Resources

Effective Date: November 20, 2015

Last Updated: July 1, 2025

I. Policy Statement

Richard Bland College is committed to fostering a culture that demonstrates the principles of civility, diversity, inclusion, and equity. Each member of the College community enjoys all rights of citizenship and has a responsibility to fulfill the obligations incumbent on all citizens. Additionally, there are special rights and responsibilities inherent in membership in an academic society. Each member of the College community has a responsibility, based upon the special mission of an institution of higher education, to respect the rights of others with a community focus on establishing and preserving an optimal environment for educating students and supporting their success. Members of the College community also have a responsibility to maintain the highest standards in the performance of their duties and to respect the rights of their associates.

The responsibility to respect rights includes, but is not limited to:

- a. The right of the student to be evaluated entirely on the basis of academic performance and to discuss freely, inquire, and express opinions inside the classroom. The student has a responsibility to maintain standards of academic performance as set by the College and his/her professors, provided, however, that the student shall have means for redress against arbitrary, unreasonable, or prejudicial standards of evaluation.
- b. The right to pursue normal academic and administrative activities, including the freedom of movement in the performance of such activities, as long as such activities do not violate any laws, regulations, or state or RBC policies.
- c. The right to hear and study unpopular and controversial views on intellectual and public issues.
- d. The right of the student to expect that information about his/her views, beliefs, and political associations regarding which an instructor or other RBC employee obtains in the course of his/her work as a teacher, advisor, or counselor of the student be held in confidence to the extent permitted by law.

II. Reason for Policy

The full enjoyment of rights guaranteed to every citizen cannot be achieved unless certain concurrent responsibilities are accepted. Members of the college community (students, faculty, and administrators) have an obligation, therefore, to fulfill the responsibilities incumbent on all citizens as well as the responsibilities inherent in their particular roles within the academic community.

III. **Applicability of the Policy**

All RBC employees and students shall abide by this policy. (Note: DHRM Policy 2.35 “Civility in the Workplace” is applicable only to RBC employees.)

IV. **Related Documents**

[Richard Bland College Student Handbook](#)
[DHRM Policy 2.35, Civility in the Workplace](#)

V. **Contacts**

OFFICE	TITLE	TELEPHONE NUMBER	EMAIL
Human Resources	Director of Human Resources	(804) 862-6100, ext. 6409	rbchr@rbc.edu

VI. **Civility in the Workplace – [DHRM Policy 2.35](#)**

- This DHRM policy is applicable only to employees of RBC.
- RBC employees wishing to file a complaint based upon DHRM Policy 2.35 may do so by emailing the Director of Human Resources.