

Policy Number: 1040

Policy Name: Equal Employment Opportunity

Responsibility for Maintenance: Director of Human Resources

Effective Date: November 20, 2015

Last Updated: July 1, 2025

I. Policy Statement

Richard Bland College is an equal opportunity/affirmative action employer, which encourages applications from qualified females, minority groups, veterans, and disabled individuals. Richard Bland College will comply fully with the equal opportunity provisions of all applicable laws, regulations, and policies and will not discriminate against any employee or applicant for employment because of gender, gender identity, disability, race, color, age, religion, national origin, or veteran status.

II. Reason for Policy

Richard Bland College complies with all federal and state equal employment opportunity laws.

III. Applicability of the Policy

This policy applies to all College employees and applicants.

IV. Related Documents

[DHRM Policy 2.05](#) RBC Policy 1090: Prohibiting Discrimination, Harassment and Retaliation

Contacts

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

VI. Procedures

Equal opportunity extends to all aspects of employment including but not limited to hiring, transfers, promotions, training, corrective actions, termination, working conditions, compensation, benefits, and other terms and conditions of employment. Richard Bland College complies with federal and state equal employment opportunity laws and strives to keep the workplace free from all forms of unlawful discrimination, including harassment and retaliation. Any employee may file a discrimination claim or grievance, if applicable, with the Director of Human Resources. If the issue remains unresolved, the procedures provided in the RBC Discrimination, Harassment, Sexual Misconduct, and Retaliation Policy may be utilized. While employees are encouraged to seek to resolve disputes and claims of discrimination internally, current or former employees and applicants may file a charge or charges of discrimination with the [United States Equal Employment Opportunity Commission](#) (EEOC). The EEOC investigates employment discrimination based on race, color, religion, sex, national origin, age (40 or older) disability, or genetic information.