

## Policy No. 3-9

### Subject: General Conditions of Employment

Last Revised:

Historical Status:

Division	Policy Manager	Administrative Supervisor	Reference
Human Resources	Human Resources	College President	DHRM Policy 1.25, 2.10, 1.60, 1.75, 6.05

#### I. POLICY

It is the policy of Virginia Highlands Community College (VHCC) to operate in accordance with the applicable Virginia Department of Human Resource Management (DHRM) policies, which may be found here:

[Hours of Work](#)

[Hiring](#)

[Standards of Conduct](#)

[Electronic Communications and Social Media](#)

[Personnel Records Disclosure](#)

#### II. PERTINENT INFORMATION

#### III. DEFINITIONS

#### IV. GENERAL GUIDELINES

#### V. DELEGATION OF AUTHORITY

#### APPENDIX

#### VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS

#### VII. OPERATING REQUIREMENTS

