CWright26. 9.27. HUADA. Angie Zamecnik Evidentiary Dossier & EthicsPoint Filing Packet

SECTION: HERZING UNIVERSITY PUBLISHED STUDENT SUPPORT CHARTER & CONTRACTUAL MANDATE

"Herzing University student support services are designed to partner with each student throughout their academic journey, providing proactive advising, individualized support, resolving academic and institutional barriers, coordinating disability accommodations, and facilitating fair appeals from enrollment through graduation."
This official published charter contrasts directly with Angie Zamecnik's actual conduct: she completely abandoned student support, never reached out across months of documented barriers, removed the assigned advisor, pre-determined appeal outcomes with Dr. Danielle Laban ("decided together that you can appeal but it's not changing your grade"), demanded redundant proof, and created an administrative communication blackout.

Part 1: EthicsPoint Portal Field-by-Field Submission Guide

Map each field directly from the official EthicsPoint portal form:

Field Name	Portal Value / Content
Organization/Tier	Herzing University
Incident Location	Online / 275 W Wisconsin Ave, Suite #210, Milwaukee, WI 53203
Anonymous	No
Complainant Name	Chavon J. Wright (CJ Wright) | Student ID: W24672939 | Institutional Email: chavwright@herzing.edu | Personal Email: chavon.wright@gmail.com | Phone: 352-300-5416
Relationship to Institution	Student, Master of Science in Nursing (MSN-DE / MS-HHS Transition)

Field Name	Portal Value / Content
Report Type	EEOC / ADA / Discrimination / Harassment concerns
Person 1	Angie Zamecnik, Student Support Services / Online Nursing Student Services (Jennifer Osburn as Director of Student Services) (azamecnik@herzing.edu)
Person 2	Dr. Danielle Laban, Assistant Vice President of Academic Operations (dlaban@herzing.edu)
Person 3	Renée Herzing, University President (rherzing@herzing.edu)
Supervisor/Management Involved	Yes (Angie Zamecnik, Dr. Danielle Laban, President Renée Herzing)
Management/Department Aware	Yes
General Nature of Matter	Intentional civil rights violations under Title VI and Section 504, bad-faith student services obstruction, unlawful administrative dismissal executed while an official grade appeal was pending, bad-faith advisory abandonment, pre-determination of appeal outcomes, and systemic suppression of five prior formal EthicsPoint grievances.
Timeframe & Duration	March 14, 2025 to September 2026 (Ongoing; 18 months).
Concealment Details	Angie Zamecnik and Dr. Danielle Laban stripped assigned advising, centralized sole administrative authority, imposed a communication blackout, withheld completed Transfer Credit Evaluations in

Field Name	Portal Value / Content
	violation of FERPA, and suppressed five formal EthicsPoint filings (Cases EP-2025-1210, EP-2025-1219, EP-2026-0324, EP-2026-0728, EP-2026-0828) with zero written findings issued.

Part 2: Evidentiary Teleconference Recording & Transcript Exhibit

- **Teleconference Recording:** Chavon Wright and Zamecnik, Angie-20260918_130624-Meeting Recording.mp4
- **Teleconference Date:** September 18, 2026 (Total Duration: 39 minutes 11 seconds)
- **Evidentiary Teleconference Screenshot Record:** https://drive.google.com/file/d/1vlJBy3LI_5X4cxw8u3cP5kyo9sLZKBrc/view

Transcript Timestamps & Verbatim Exchange (27:15 - 27:41)

- **Zamecnik, Angie (27:15):** "You're going to send me proof of your latest appeal, correct?"
- **Chavon Wright (27:20):** "Yeah, I mean, I'm just going to send you a PDF of it saying, congratulations, you sent your appeal and like all of my appeal information. And then my appeal addendum that I sent."
- **Zamecnik, Angie (27:30):** "Yes, send that to me and I'll take a look at it."
- **Chavon Wright (27:31):** "An e-mail. Okay, great."
- **Zamecnik, Angie (27:36):** "All right. Well, thank you so much. Have a good rest of your day. Bye."
- **Chavon Wright (27:41):** "Hi, Angie." [Zamecnik, Angie stopped transcription]
- **Escalation Inquiries & Evidenced Evasiveness:** When Chavon confronted Zamecnik about what actions Student Support ever took, Zamecnik claimed matters were 'escalated,' but when Chavon asked specifically which matters were escalated, Zamecnik refused to answer, offering evasive, dismissive remarks that 'it depends on the student' when specifically discussing Chavon's file.
- **Refusal to Produce Internal Records:** Zamecnik initially refused to produce the internal Student Support Services file/report so Chavon could inspect what was allegedly escalated, why no administrator ever communicated with her, and who closed, cancelled, or deleted appeals without resolution.

Evidentiary Significance

Establishes that Director Zamecnik treated the student as dishonest by demanding redundant proof for a Grade Appeal already formally submitted via portal and transmitted directly to AVP Dr. Danielle Laban on September 4, 2026, and confirmed Zamecnik and Laban's pre-determined decision that submitting an appeal would not result in grade modification or due process relief.

Part 3: Complete EthicsPoint Detailed Narrative

Angie Zamecnik,

Your written assertions are demonstrably false, legally untenable, and contradicted by published Herzing University catalog policy, federal statutory mandates, and your own written representations. You are not unaware of these governing standards; being fully aware of and strictly adhering to institutional regulations and civil rights compliance is your direct professional obligation as Student Support Services / Online Nursing Student Services (with Jennifer Osburn as Director of Student Services).

This communication serves as formal notice of deliberate misrepresentation, bad-faith administrative obstruction, unlawful retaliation, and civil rights violations under Title VI and Section 504, and is delivered directly to your executive supervisory chain, University President Renée Herzing, and Institutional Legal/Compliance.

As Student Support Services / Online Nursing Student Services (with Jennifer Osburn as Director of Student Services), you observed months of documented accommodation failures, technical collapses, and administrative barriers without ever reaching out, inquiring about support, or facilitating solutions. Furthermore, during our teleconference on September 18, 2026, you confirmed that you and Assistant Vice President Dr. Danielle Laban conferred and pre-determined that although I could file an appeal, my grade would not be changed. Demanding 'proof' of an official appeal already timely filed on September 4, 2026 at 8:17 PM and transmitted to Dr. Laban is bad-faith obstruction.

SECTION I: ITEMIZED RECORD OF MATTERS DELIBERATELY IGNORED IN YOUR CORRESPONDENCE

1. **Centralization and Subsequent Abandonment of Advisory Role:** On September 14, 2026, you formally removed Sam Taubenheim as my assigned advisor and wrote: "Going forward, please direct questions regarding your student record, enrollment status, or prior requests to me, and I will serve as your point of contact for these matters." You centralized exclusive authority over my file, yet you refuse to facilitate the NSG 523

Grade Appeal, refuse to produce my records, and refuse to honor our scheduled advising appointment. You cannot declare yourself the sole point of contact and then refuse to perform the duties of that office.

2. **Delivery of Completed Transfer Credit Evaluation:** You stated in writing on September 14, 2026: "Your transfer credit evaluation has been completed. I would be happy to provide you with a copy of that evaluation upon request." Yet, despite explicit written requests, you have withheld this completed official institutional record in direct violation of FERPA (34 C.F.R. § 99.10).
3. **Active NSG 523 Grade Appeal:** You ignored the formal Grade Appeal submitted on September 4, 2026, to Assistant Vice President Dr. Danielle Laban, which challenges the unapplied accommodation extension zeros that caused an improper grade drop from 79% to 73%.
4. **Mandatory Incomplete ("I") Catalog Policy:** You ignored Herzing University catalog policy mandating that an Incomplete ("I") grade remain on record while a formal Grade Appeal is pending, which legally and administratively prohibits the issuance of an SAP dismissal.
5. **Formal Program Transfer Petition:** You ignored the formal administrative petition submitted September 2, 2026, to Dr. David Steele requesting transfer from MSN-DE to MS-HHS to apply 100% of earned 4.00 graduate science credits.
6. **16-Page SAP Evidentiary Addendum & Exhibits A-J:** You ignored the mitigating circumstances filing, clinical records from Talkiatry, and 40-hour structured Pomodoro remediation plan submitted September 4, 2026.
7. **Systemic Failure of Internal EthicsPoint Reporting:** You ignored formal notification that Herzing University has left 5 formal EthicsPoint grievance submissions completely unanswered over the past year (Cases EP-2025-1210, EP-2025-1219, EP-2026-0324, EP-2026-0728, EP-2026-0828), with zero written findings issued, violating the published 10-day investigation policy.
8. **Systemic Technical Proctoring Failures on Record:** You ignored the documented record of proctoring breakdowns affecting high-stakes exams, corroborated by student petitions and ProctorU ticket #7407283.
9. **Scheduled Advising Appointment:** You ignored the formal advising appointment confirmed for Friday, September 18, 2026, at 1:00 PM CDT / 2:00 PM EDT on Microsoft Teams to address these specific progression barriers.

SECTION II: ITEMIZED LEDGER OF SYSTEMIC STUDENT SERVICES VIOLATIONS (DOCUMENTED TIMELINE)

1. **March 14, 2025:** Formal ADA accommodation request submitted with clinical diagnoses of ADHD and GAD; Student Services and the ADA Office failed to engage in the timely interactive process required under 34 C.F.R. § 104.44.

2. **March 15–17, 2025:** Student Services and faculty imposed a punitive "No Call/No Show" misclassification due to a Zoom display name variation ("CJ Wright" vs. "Chavon Wright") on a two-person roster, violating university attendance policy.
3. **March 21, 2025:** Formal appeal of the tentative 48-hour advance notice requirement and request for instructor reassignment due to retaliation; Student Services ignored the conflict and repeatedly reseated me with the same hostile faculty.
4. **April 17 & 28, 2025:** Written requests for accommodation coordination meetings went unacknowledged by ADA leadership, initiating a multi-month communication blackout.
5. **May 2, 2025:** Student Services and the ADA Office disseminated 41 automated, erroneous emails containing incorrect accommodation terms to approximately 35 unauthorized recipients, violating FERPA (34 C.F.R. Part 99) and medical confidentiality.
6. **May 27, 2025:** (Course: NSG 525). Instructor Dr. Lindy Fabry issued punitive "Needs Improvement" disciplinary clinical contracts threatening half the class with failure and mandatory attestation for identifying a virtual patient using a cartoon character's name in a weekly discussion reflection, mischaracterizing creative virtual coursework as a federal HIPAA violation. Student Support Services and advisor Sam Taubenheim completely failed to escalate or remediate this mass faculty overreach, forcing students to defend themselves against absurd disciplinary threats.
7. **July 24, 2025:** NSG 523 final exam was forced into an unmonitored public Zoom room with audible interference, where proctor Leah Phillips actively halted approved verbal processing accommodations mid-exam (recorded at 21:10:05 of transcript).
8. **August 7, 2025:** ADA Coordinator Emilie Thompson conceded in writing to Dr. Ginger King that accommodation letters sent to faculty were flawed and that extension-window assignments must be graded.
9. **August 20, 2025:** Academic appeal regarding a 75.9% grade (0.1% below threshold) was summarily rejected despite written administrative admission of flawed accommodation notices and Proctorio initiation collapses. Herzing took over 1.5 months to respond to this grade appeal, breaching their published 2-week turnaround policy.
10. **October 12–14, 2025:** During NSG 523 retake testing, proctors harassed the student regarding verbalization accommodations and misconfigured testing links (providing 150% extended time instead of the approved 200%).
11. **November 14–15, 2025:** ProctorU platform collapse caused an unmitigated 6-hour delay (Ticket #7407283); Student Services and Nursing Administration wrongfully denied an exam retake contrary to Meazure Learning's published 15-minute rescheduling threshold.
12. **December 12–19, 2025:** Formal notice of constructive denial of testing access and demand for full educational records; university deflected to EthicsPoint, where formal grievances were archived without resolution.

13. **August 24–28, 2026:** Student Services enforced a 250% disparate workload (145 discrete assignments completed across three terms vs. 58-assignment peer standard), followed by a precipitous grade drop from 79% to 73% caused by 0.0 marks entered on accommodated extension work.
14. **September 2, 2026:** Advisor Sam Taubenheim imposed an arbitrary 48-hour holiday weekend appeal deadline while portal upload buttons were functionally disabled.
15. **September 9, 2026:** Summary SAP appeal denial and administrative dismissal issued by Angie Zamecnik while a formal Grade Appeal was actively pending, in direct violation of catalog Incomplete grade protections.
16. **September 14, 2026:** Angie Zamecnik removed student's advisor, declared herself the exclusive point of contact, and immediately refused to communicate, produce files, or process appeals.

SECTION III: GOVERNING STATUTORY & CATALOG VIOLATIONS (HYBRID TESTING & FINANCIAL INJURY)

1. **Breach of Published Catalog Policy on Hybrid & On-Campus Assessment:** Herzing University catalog policy explicitly establishes that any student residing within geographical reach of a physical campus location may establish hybrid learning and on-campus assessment arrangements. In response to recurring ProctorU technical breakdowns and remote proctoring harassment, I formally requested in-person testing on campus. Assistant Vice President Dr. Danielle Laban summarily and categorically rejected this request. This denial violated published institutional policy, constituted a constructive denial of access under Section 504 (34 C.F.R. § 104.44), and demonstrated discriminatory bad faith—particularly given that ProctorU itself provides authorized physical testing center networks.
2. **Institutional Bias, Disparate Treatment, and Civil Rights Violations (Title VI of the Civil Rights Act of 1964; 42 U.S.C. § 2000d; 34 C.F.R. Part 100):** The bad-faith administrative maneuvers, procedural stonewalling, and weaponized technicalities demonstrated by your office reflect an entrenched institutional culture that dismisses, marginalizes, and penalizes Black female graduate students. I am placing you on formal notice: I will not accept disparate treatment, systemic civil rights violations, or partisan disregard for federal mandates. Your calculated refusal to apply published catalog protections, denial of mandatory grievance hearings, and bad-faith suppression of educational records constitute intentional discrimination and unlawful retaliation under Title VI, Section 504 (29 U.S.C. § 794; 34 C.F.R. § 104.61), and Title III of the ADA (42 U.S.C. § 12203). Every action is being preserved for federal enforcement and judicial review.
3. **FERPA Statutory Definition and Unconditional Records Access (34 C.F.R. § 99.3 & § 99.10; 20 U.S.C. § 1232g):** Under federal law, "student" includes any individual who is or

has been in attendance. A student's enrollment status does not extinguish their right to inspect and review records within 45 days. Withholding the transfer credit evaluation and complete file is illegal.

4. **Mandatory Incomplete Grade Policy (Herzing University Catalog):** An active Grade Appeal requires an Incomplete ("I") grade on official records. Executing an SAP dismissal on September 9 while the September 4 Grade Appeal was pending violates university policy.
5. **Federal SAP Due Process Mandate (34 C.F.R. § 668.34(a)(9)):** Institutions must evaluate appeals based on documented extenuating circumstances and an academic plan. Summary rejection without substantive evaluation violates Title IV regulations.
6. **Breach of Published EthicsPoint Grievance Timeline:** Herzing's published complaint procedure mandates written findings within 10 days; leaving 5 formal filings uninvestigated violates published institutional commitments.

SECTION IV: FINANCIAL RESTITUTION DEMAND & FORMAL ADVISING SESSION NOTICE

1. **Financial Restitution & Tuition Waiver:** Herzing University has billed and collected tens of thousands of dollars in federal financial aid and direct tuition while failing to deliver the instructional access and legal accommodations guaranteed by law and contract. I formally demand full financial restitution, including complete waiver, reversal, and Borrower Defense discharge of all tuition, institutional fees, and federal loan obligations incurred for all NSG 523 attempts, alongside immediate academic reinstatement to complete my graduate degree with all approved ADA accommodations provided at zero additional tuition cost.
2. **Formal Advising Session Notice:** I formally scheduled our 30-minute advising session for Friday, September 18, 2026, at 1:00 PM Central Time (2:00 PM Eastern Time) via Microsoft Teams. Continuing to compound systemic statutory violations with personal hostility and administrative obstruction escalates institutional liability. Attend the scheduled session prepared to deliver the completed Transfer Credit Evaluation, apply the mandatory Incomplete grade, and facilitate lawful progression.

FORMAL ADMINISTRATIVE DIRECTIVES:

1. Deliver the completed transfer credit evaluation and complete educational file immediately pursuant to FERPA.
2. Correct the NSG 523 grade to Incomplete ("I") on official transcripts pending hearing of the September 4 Grade Appeal.
3. Vacate the defective September 9 SAP dismissal and process the pending MS-HHS program transfer.

4. Process complete financial waiver and reimbursement for all compromised coursework attempts.
5. Attend the scheduled advising session on Friday, September 18, 2026, at 1:00 PM CDT / 2:00 PM EDT via Microsoft Teams to confirm operational resolution.

Chavon J. Wright (CJ Wright)
Student ID: W24672939
OCR Case No. 05262347
Herzing Case # 00542344

Part 4: Chronological Attachment Index & Evidentiary Exhibit Ledger

1. 1. CWright26. 9.16. HUADA. Correspondence Thread with Angie Zamecnik.pdf — Official email thread documenting adverse dismissal, advisor removal, and records refusal.
2. 2. CWright26. HUADA. They Changed the Catalog - Longitudinal Catalog Policy Evolution & Evidentiary Audit.pdf — Publication-edition evidentiary paper and longitudinal audit analyzing Herzing University graduate catalog policy revisions, retroactive requirement additions, and retaliatory shifts across May 2025, September 2025, and January 2026 catalogs. Supporting references: CW. HUADA. 9.22. Herzing Policy Over Time.gdoc. and Campus Catalog - Changes from Previous Catalog (January 2025).pdf.
3. 3. CWright26. 9.16. HUADA. Formal Legal Notice Draft to Angie Zamecnik & Herzing Executive Leadership — Final legal demand for records, Incomplete grade placement, financial refund, and advising attendance.
4. 4. CWright26. 9.16. HUADA. EthicsPoint Historical Grievance Record & Non-Response Ledger.pdf — Audit of 6 formal EthicsPoint submissions documenting 5 uninvestigated and ignored filings.
5. 5. CWright26. 9.16. HUADA. Correspondence Thread with Dr. Danielle Laban.pdf — Written thread documenting accommodation requests and denial of catalog on-campus testing rights.
6. 6. CWright26. 9.9. HUADA. A. SAP Appeal Denial & Administrative Dismissal. Adverse Action.gmail.pdf — Dismissal notice issued while NSG 523 Grade Appeal was actively pending.
7. 7. CWright26. 9.4. HUADA. Submitted via Portal. SAP Appeal Form Case 00542344.pdf — Official portal appeal detailing medical mitigating circumstances and 40-hour weekly study schedule.
8. 8. CWright26. 9.4. HUADA. Emailed to Dr Danielle Laban. NSG 523 Grade Appeal Form.pdf — Formal grade appeal for 79% to 73% drop caused by extension work zeros.
9. 9. CWright26. 9.4. HUADA. 16-Page Addendum with Hardships, 40-Hour Plan, and Exhibits A-J — Evidentiary brief and petition for transfer to MS-HHS.

10. 10. CWright26. 9.16. HUADA. Declaration of Financial Injury & Catalog Hybrid Testing Violation.pdf — Official declaration of tuition debt, catalog hybrid testing breach, and restitution demand.
11. 11. CWright26. 9.16. HUADA. Meeting Confirmation and Teams Details with Angie Zamecnik.pdf — Confirmed Microsoft Teams advising teleconference for Friday, Sept 18, 2026 at 1:00 PM CDT.
12. 12. CWright26. 9.16. HUADA. Pertinent Evidentiary Filing Packet.pdf — 11-page filing packet for regulatory agency intakes.
13. 13. CWright26. 9.16. HUADA. Consolidated Evidentiary Exhibits Index & Record Package.pdf — 42-page indexed legal record with Exhibits 1 through 7.
14. 14. CWright26. 12.14.25. 10-Month Timeline of Systemic Failure & FERPA Records Demand.pdf — Historical filing documenting accommodation failures and statutory records demand.
15. 15. CWright26. 9.3. HUADA. Contact Directory and Checklist to Report Herzing — Multi-tab reporting directory and operational action tracking workbook.
16. 16. Public Student Proctoring Petition — Replace ProctorU at Herzing University — Public petition corroborating systemic proctoring failures affecting over 600 students.
17. 17. CWright26. 8.25. HUADA. Canvas Grades NSG 523-7 Summer 2026 Due Date Gradebook.pdf — Canvas gradebook record printed August 25, 2026, capturing the pre-alteration 79% standing before retroactive grade manipulation.
18. 18. CWright26. 8.31. HUADA. Canvas Grades NSG 523-7 Summer 2026 Assignment Groups Gradebook.pdf — Subsequent Canvas gradebook record printed August 31, 2026, documenting the arbitrary drop from 79% to 73% caused by zeros entered on accommodated extension work.
19. 19. CWright26. 8.25. HUADA. Canvas Grades NSG 523-7 Summer 2026 Expanded Comments Gradebook.pdf — Detailed Canvas gradebook printout capturing instructor evaluation notes and submission comments for individual coursework modules.
20. 20. CWright26. 8.26. HUADA. Canvas API NSG 523 Submissions Raw JSON Export.pdf — Raw JSON payload exported from Canvas Submissions API endpoint for course 54628, establishing submission timestamps, workflow states, and grade modification histories.
21. 21. CWright26. 8.26. HUADA. Canvas API NSG 523 Assignment Groups Raw JSON Export.pdf — Raw JSON data from Canvas API assignment groups endpoint detailing grading rule parameters, group weights, and score calculations.
22. 22. CWright26. 8.26. HUADA. Canvas NSG 523 Grades HTML Web Archive Source.mhtml — Complete raw HTML DOM snapshot and client-side page archive preserving verified server state of the NSG 523 Canvas grades interface.
23. 23. CWright26. 8.26. HUADA. Canvas NSG 523 Gradebook DevTools Elements and Console Telemetry.png — Photographic evidence capturing Chrome Developer Tools

Console and Elements panels inspecting client scripts, network parameters, and DOM elements on the grade verification page.

24. 24. CWright26. 8.26. HUADA. Canvas NSG 523 DevTools Application Storage Telemetry.png — Photographic evidence capturing Chrome Developer Tools Application tab showing active storage keys, service workers, and telemetry data.
25. 25. CWright26. 8.26. HUADA. Canvas NSG 523 DevTools Application Local Storage Keys.png — Photographic evidence showing Chrome DevTools inspecting local storage key-value pairs, session tokens, and timestamp caches for the gradebook interface.
26. 26. CWright26. 8.23. HUADA. Elsevier HESI RN Med-Surg Specialty Exam Diagnostic Score Report.pdf — Official Elsevier HESI diagnostic exam scoring report verifying 727 raw score, 65.43 conversion score, and category performance metrics.
27. 27. 27. CWright26. 8.21. HUADA. Unsent Final Exam Extension Request & Prescriber Coordination Records (Institutional Inaction & Constructive Abandonment) — 5-page evidentiary dossier establishing contemporaneous medical stabilization efforts and untransmitted emergency exam extension request drafted August 21, 2026, withheld due to institutional non-response and constructive abandonment.
28. 28. Zamecnik, Angie, Taubenheim, Sam. Internal appeals, complaints, External Ethics points appeals. 15 out of 15 ignored, delayed, or unresolved. 15 out of 15 policy breached — Ledger auditing 15 out of 15 internal appeals, faculty complaints, and external EthicsPoint grievances ignored, delayed, or unresolved across 18 months.