HERZING UNIVERSITY ETHICSPOINT GRIEVANCE ADDENDUM

Complainant: Chavon J. Wright | Student ID: W24672939 | Program: Graduate Nursing | Date: 10/05/26
Grievance Category: Communication
Addressed To: University President Renée Herzing, AVP Dr. Danielle Laban, Director Angie Zamecnik

This submission establishes an eighteen-month institutional communication blackout, unilateral advisory abandonment, and intentional suppression of student support records within Graduate Nursing. Despite ongoing enrollment and active appeals, university representatives ceased communications and concealed supervisor escalation notes. The attached records substantiate these violations for institutional recording.

TABLE OF CONTENTS AND ATTACHED EVIDENCE INDEX

Page(s)	Attached Record Title	What It Entails	Relevance to Grievance
Pages 2–6	EthicsPoint Intake Submission: Communication Category	Completed five-page intake questionnaire detailing communication blackout, advisory abandonment, and concealed records.	Official grievance submission detailing institutional inaction across student advising channels.
Pages 7–9	Exhibit 1: Angie Zamecnik Evidentiary Submission & EthicsPoint Packet	Record contrasting published student support charter against actual conduct, teleconference transcript, and timeline.	Establishes bad faith advisory abandonment, pre-determined appeal outcomes, and refusal to produce records.
Page 10	Exhibit 2: Student Support Inaction & Non-Response Inventory	Itemized inventory of fifteen appeals, complaints, and grievances ignored or delayed over eighteen months.	Proves systemic non-responsiveness and fifteen distinct institutional policy breaches.
Page 11	Exhibit 3: Institutional Non-Response Timeline Chart	Visual timeline chart contrasting fifteen submitted student inquiries against zero written institutional findings.	Graphic proof establishing complete institutional non-responsiveness over eighteen months.

File a Report

ETHICSPOINT IS NOT A 911 OR EMERGENCY SERVICE.

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

☒ Yes - I agree to the **Terms and Conditions** of making this report.*

Please provide information as follows:

(* Required fields)

Organization/Tier:
Herzing University

Location where incident occurred:
Online
275 W Wisconsin Ave, Suite#210

City:
Milwaukee

State/Province:
WI

Zip/Postal Code:
53203

Country:

Do you wish to remain ANONYMOUS for this report? *

- ○ Yes
- ◉ No

If you want Herzing University to know your identity, please complete the following:

First Name

Chavon J.

Last Name

Wright

Best time for communication with you:

Any time via email: chavwright@herzing.edu, chavon.wright@gmail.com | Phone: 352-300-5416

Relationship to Institution *

Student

Report - Communication

Please identify the person(s) engaged in this behavior: *

Example:

John Doe, Director of Internal Audit
Unknown, Unknown, Night Supervisor

At least one first name or last name entry is required.

Person 1

First Name	Last Name	Title
Angie	Zamecnik	Director of Student Services

Person 2

First Name	Last Name	Title
Danielle	Laban	AVP Academic Operations

Person 3

First Name	Last Name	Title
Renée	Herzing	University President

Do you suspect or know that a supervisor or management is involved?

- (●) Yes
- ( ) No
- ( ) Do Not Know / Do Not Wish To Disclose

If yes, then who?

Angie Zamecnik, Dr. Danielle Laban, Renée Herzing

Example:
John Doe, Director of Internal Audit

Any persons mentioned here will be restricted by EthicsPoint from access to this reported information.

Is management or the department aware of this problem?

- (●) Yes
- ( ) No
- ( ) Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Institutional communication blackout across advising, advisory abandonment, and concealed records.

This should be a general description only, you will be asked for specifics later.

Where did this incident or violation occur?

Online coursework, student advising portal, and official university email correspondence

We recognize that this incident may not have occurred in a particular location. However, if this incident was observed in some documentation or business transactions, please indicate this accordingly.

Please provide the specific or approximate time this incident occurred:

March 14, 2025 to September 2026 (Ongoing; 18 months)

Examples:

Tuesday, May 3, 2002
Two weeks ago
Approximately a month ago

How long do you think this problem has been going on? *

More than a year

How did you become aware of this violation? *

It happened to me

If other, how?

Direct student experience and official administrative communications

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Angie Zamecnik and Dr. Danielle Laban ignored appeals, withheld education records, and imposed blackouts.

Please identify by name and title.

Examples:

Ignored it
Changed documents
Said it was not a problem
Said they would look into it

If you have a document or file that supports your report, most common file types can be uploaded:
Click here to upload files

Please provide all details regarding the alleged violation, including the locations of witnesses and any other information that could be valuable in the evaluation and ultimate resolution of this situation. *

CORE VIOLATIONS:
1. Institutional communication blackout across student support advising and administrative leadership.
2. Unilateral withdrawal of assigned academic advisors without replacement during degree progression.
3. Concealment of supervisor escalation communications, advising history logs, and grievance records.

ATTACHED EVIDENTIARY RECORDS:
1. Written Notice of Advisory Abandonment (September 2026)
2. Student Support Inaction Record (March 2025 - September 2026)
3. Direct Written Outreach Sent to Academic Leadership
4. Inquiries Transmitted to University President Renée Herzing
5. Internal Resolution Ticket Disclosure Request

Please take your time and provide as much detail as possible, but exercise care to not provide details that may reveal your identity unless you wish to do so. It may be important to know if you are the only person aware of this situation.

When you submit the report, you will be issued a **Report Key**. Please write it down and keep it in a safe place. We ask you to use this **Report Key** along with the password of your choosing to return to EthicsPoint through the website or telephone hotline in 5-6 business days. By returning in 5-6 business days, you will have the opportunity to review any Follow-up Questions or submit more information about this incident.

Password: *

Re-enter Password: *

Your passwords must match and be at least four characters long.

Submit Report

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

Complainant: Chavon J. Wright (CJ Wright) | **Student ID:** W24672939 | **Date:** September 27, 2026

Institutional Case: 00542344 | **Civil Rights Docket:** OCR Case No. 05262347 | **Format:** Legal (8.5 x 14 in), Black & White

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

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 | Email: chavwright@herzing.edu | Personal: chavon.wright@gmail.com | Tel: 352-300-5416
Relationship	Student, Master of Science in Nursing (MSN-DE / MS-HHS Transition)
Report Type	EEOC / ADA / Discrimination / Harassment concerns
Person 1	Angie Zamecnik, Student Support Services / Online Nursing 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)
Management Aware	Yes. Direct written notices and appeals delivered on Sept 4, Sept 14, Sept 16, and Sept 18, 2026.
General Nature	Intentional civil rights violations under Title VI and Section 504, bad-faith student services obstruction, unlawful dismissal during active grade appeal, bad-faith advisory abandonment, pre-determination of appeal outcomes, and systemic suppression of five prior formal EthicsPoint grievances.
Timeframe	March 14, 2025 to September 2026 (Ongoing; 18 months).
Concealment Steps	Angie Zamecnik and Dr. Danielle Laban stripped assigned advising, centralized authority, imposed an administrative communication blackout, withheld completed Transfer Credit Evaluations in violation of FERPA, and suppressed five formal EthicsPoint filings with zero written findings issued.

Part 2: Evidentiary Teleconference Recording & Transcript Exhibit

- Teleconference Recording: Chavon Wright and Zamecnik, Angie-20260918_130624-Meeting Recording.mp4 (Duration: 39:11)
- Date: Friday, September 18, 2026 | Platform: Microsoft Teams Teleconference
- Evidentiary Screenshot Record: Screenshot 2026-09-20 2.28.30 PM.png (Document ID: 1vlJBy3LI_5X4cxw8u3cP5kyo9sLZKBrc)

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]

Evidentiary Significance & Pre-Determination: Establishes that Student Support Services 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. Furthermore, during this meeting Zamecnik confirmed that she and Dr. Laban conferred and pre-determined that submitting an appeal would not result in grade modification, claimed matters were 'escalated' but refused to state which ones ('it depends on the student'), and initially refused to produce the complete Student Support file.

Part 3: Complete EthicsPoint Narrative & Itemized Ledgers

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 hold a direct professional obligation in Student Support Services to adhere to institutional regulations and civil rights compliance.

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, Director of Student Services Jennifer Osburn, University President Renée Herzing, and Institutional Legal/Compliance.

You are in Student Support Services. You saw that I had been subjected to documented accommodation denials, platform collapses, and administrative barriers for months and you did not say a single word. You never reached out to see how things were going, never asked how Student Support could assist me, and offered zero support. Then, when I finally spoke with you on September 18, 2026, you informed me that you and Assistant Vice President Dr. Danielle Laban had already conferred and pre-determined that although I could submit an appeal, it was not going to change my grade. On top of that, you demanded proof of an appeal that was already formally submitted on September 4, 2026 at 8:17 PM and transmitted directly to Dr. Laban and advising. Treating me as if I am fabricating records when your own portal generated submission errors and your office failed to process the appeal 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 assigned advisor and centralized exclusive authority, yet refused to facilitate the Grade Appeal, produce records, or honor scheduled advising.

2. Delivery of Completed Transfer Credit Evaluation: Written confirmation on Sept 14 stated the evaluation was complete, yet it was withheld in violation of FERPA (34 C.F.R. § 99.10).

3. Active NSG 523 Grade Appeal: Ignored formal Grade Appeal filed Sept 4, 2026 to AVP Dr. Danielle Laban contesting unapplied accommodation extension zeros (79% to 73% drop).

4. Mandatory Incomplete ('I') Catalog Policy: Ignored policy mandating Incomplete grade remain pending Grade Appeal, legally prohibiting SAP dismissal.

5. Formal Program Transfer Petition: Ignored Sept 2, 2026 petition to Dr. David Steele requesting transfer from MSN-DE to MS-HHS applying 4.00 graduate science GPA credits.

6. 16-Page SAP Evidentiary Addendum & Exhibits A-J: Ignored mitigating circumstances, Talkiatry clinical records, and 40-hour structured remediation plan submitted Sept 4, 2026.

7. Systemic Failure of Internal EthicsPoint Reporting: Ignored formal notice that 5 formal EthicsPoint grievance submissions (Cases EP-2025-1210, EP-2025-1219, EP-2026-0324, EP-2026-0728, EP-2026-0828) were left completely ignored with zero written findings issued, violating published 10-day policy.

8. Systemic Technical Proctoring Failures on Record: Ignored documented proctoring collapses and ProctorU Ticket #7407283.

9. Scheduled Advising Appointment: Ignored formal advising appointment confirmed for Friday, September 18, 2026 on Microsoft Teams.

SECTION II: ITEMIZED LEDGER OF SYSTEMIC STUDENT SERVICES VIOLATIONS

1. March 14, 2025: Formal ADA request with clinical ADHD/GAD diagnoses; failure to engage in timely interactive process (34 C.F.R. § 104.44).

2. March 15-17, 2025: Punitive No Call/No Show due to Zoom display name variation ('CJ Wright' vs 'Chavon Wright') on two-person roster.

3. March 21, 2025: Formal appeal of 48-hour advance notice requirement and request for instructor reassignment; ignored.

4. April 17 & 28, 2025: Written requests for accommodation coordination meetings unacknowledged; multi-month communication blackout.

5. May 2, 2025: 41 automated, erroneous disclosure emails sent to ~35 unauthorized recipients, violating FERPA and medical privacy.

6. July 24, 2025: NSG 523 exam forced into unmonitored public Zoom room; verbal processing halted mid-exam by proctor Leah Phillips.

7. August 7, 2025: ADA Coordinator Emilie Thompson conceded in writing that faculty notices were flawed and extension work must be graded.

8. August 20, 2025: Academic appeal on 75.9% grade (0.1% below threshold) rejected despite written admission of flawed notices.

9. October 12-14, 2025: Proctors harassed student regarding verbalization and misconfigured testing links (150% vs approved 200%).

10. November 14-15, 2025: Catastrophic 6-hour ProctorU outage (Ticket #7407283); retake wrongfully denied contrary to 15-minute rule.

11. December 12-19, 2025: Constructive testing denial notice and record demand; university deflected to EthicsPoint where filings were archived without response.

12. August 24-28, 2026: Enforced 250% disparate workload (145 assignments completed across 3 terms vs 58 peer standard), followed by 79% to 73% grade drop.

13. September 2, 2026: Advisor Taubenheim imposed arbitrary 48-hour holiday deadline while portal upload buttons were broken.

14. September 9, 2026: Summary SAP dismissal issued by Angie Zamecnik while Grade Appeal was actively pending, violating catalog Incomplete protection.

15. September 14, 2026: Zamecnik removed student's advisor, declared exclusive contact, and refused to communicate, produce files, or process appeals.

SECTION III & IV: STATUTORY VIOLATIONS, DIRECTIVES & SIGNATURE

Violations substantiated under Title VI (42 U.S.C. § 2000d), Section 504 (29 U.S.C. § 794; 34 C.F.R. § 104.61), Title III ADA (42 U.S.C. § 12182), FERPA (34 C.F.R. § 99.10), Title IV SAP Mandates (34 C.F.R. § 668.34), and CCNE Standard I-D. Demands immediate delivery of transfer credit evaluation, application of catalog Incomplete grade, vacating defective SAP dismissal, execution of MS-HHS program transfer, and full financial restitution/tuition waiver.

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

Student: Chavon J. Wright (CJ Wright) | **ID:** W24672939 | **Program:** MSN-DE / MS-HHS | **Date:** September 27, 2026

Civil Rights Docket: OCR Case No. 05262347 | **Institutional Case:** Herzing Case # 00542344 | **Format:** Legal (8.5 x 14 in), Black & White

Governing Department: Student Support Services / Online Nursing Student Services (Angie Zamecnik, Sam Taubenheim, Jennifer Osburn)

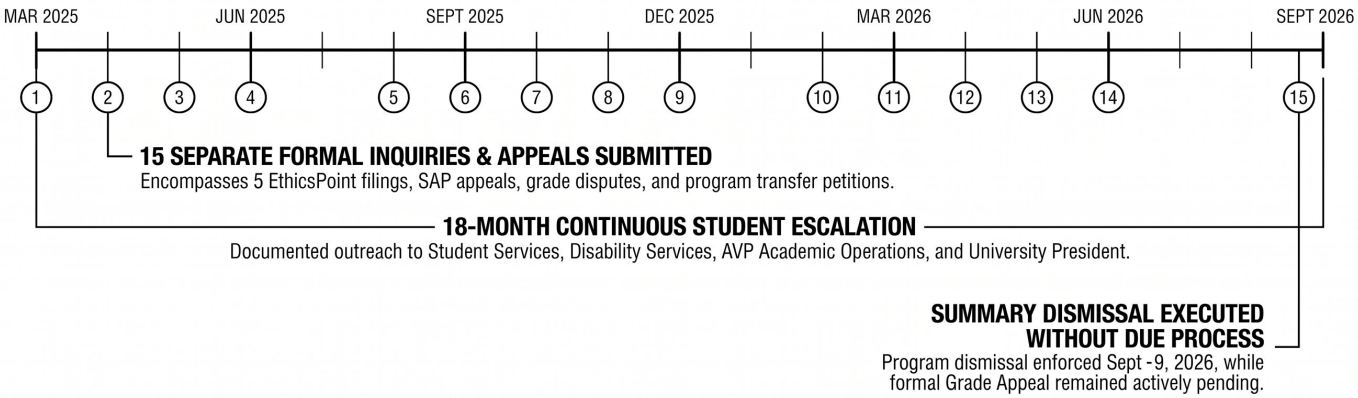
Tally: 15 out of 15 Internal Appeals, Complaints & External EthicsPoint Filings Ignored, Delayed, or Unresolved. 15 out of 15 Policy Breached.

# & Type	Event Date	Subject & Issue	Addressed To	Status	Policy Breach?
1. Internal Petition	March 21, 2025	Reassignment request away from Brandi Wilford due to bias & display-name penalty.	Taubenheim	**IGNORED**	**YES** (Fairness & conflict resolution)
2. Internal ADA Requests	April 17 & 28, 2025	Interactive accommodation meeting requests; initiated multi-month blackout.	Taubenheim & ADA	**IGNORED**	**YES** (34 C.F.R. § 104.44 interactive process)
3. Internal Appeal & Contract	May 27, 2025	NSG 525 Fabry 'Needs Improvement' contract threatening half class with failure for cartoon name called HIPAA.	Taubenheim & Support	**UNRESOLVED** Never escalated	**YES** (Mischaracterization of coursework; lack of support)
4. Internal Grade Appeal 1	August 20, 2025	NSG 523 75.9% grade appeal after Thompson admitted flawed notices in writing.	Taubenheim	**DELAYED & DENIED** Took over 1.5 months (until Oct 2025)	**YES** (Breached published 2-week/10-day policy by 1.5 months)
5. Internal Exam Appeal	November 15, 2025	Catastrophic 6-hour ProctorU outage (Ticket #7407283); exam retake demand.	Taubenheim & Nursing Admin	**DENIED**	**YES** (Violated vendor 15-minute rescheduling policy)
6. External EthicsPoint 1	December 10, 2025	Case # EP-2025-1210: Systemic ADA interactive failure & 41 erroneous emails.	Zamecnik & Leadership	**IGNORED** 0 findings issued	**YES** (Violated 10-day institutional policy)
7. External EthicsPoint 2	December 19, 2025	Case # EP-2025-1219: Testing access denial & FERPA inspection demand.	Zamecnik & Registrar	**IGNORED** 0 findings issued	**YES** (Violated 10-day policy & 34 C.F.R. § 99.10)
8. External EthicsPoint 3	March 24, 2026	Case # EP-2026-0324: Discriminatory prerequisite blocking & registration freeze.	Taubenheim & Zamecnik	**IGNORED** 0 findings issued	**YES** (Violated 10-day policy)
9. External EthicsPoint 4	July 28, 2026	Case # EP-2026-0728: ProctorU platform collapse & accommodation denial.	Zamecnik & Leadership	**IGNORED** 0 findings issued	**YES** (Violated 10-day policy)
10. External EthicsPoint 5	August 28, 2026	Case # EP-2026-0828: 250% disparate workload (145 modules) & extension zeros.	Zamecnik & Faculty	**IGNORED** 0 findings issued	**YES** (Violated 10-day policy)
11. Internal Transfer Petition	September 2, 2026	Formal administrative petition to Dr. Steele & Taubenheim to transfer to MS-HHS.	Taubenheim & Steele	**IGNORED**	**YES** (Failure to process academic petition)
12. Internal Grade Appeal 2	September 4, 2026	NSG 523 Grade Appeal filed via portal & emailed to AVP Dr. Laban & Taubenheim.	Laban & Taubenheim	**UNHEARD** No hearing convened	**YES** (Violated grade appeal hearing rule & Incomplete policy)
13. Internal SAP Addendum	September 4, 2026	16-page mitigating dossier with Talkiatry records & 40-hour Pomodoro plan.	Taubenheim & SAP Committee	**SUMMARY DISMISSAL** Issued Sept 9 by Zamecnik	**YES** (Violated 34 C.F.R. § 668.34(a)(9) & catalog Incomplete)
14. External EthicsPoint 6	September 4, 2026	Case # 00542344: SAP due process & mandatory Incomplete grade challenge.	Zamecnik & Laban	**SUMMARY DISMISSAL** Issued Sept 9 without hearing	**YES** (Violated catalog Incomplete grade policy)
15. Consolidated Transmittal	September 16, 2026	Report Key 607735433401: Consolidated grievance transmittal with 18-month ledger.	Zamecnik & Executive Leadership	**ACTIVE TRANSMITTAL**	**YES** (Ongoing administrative non-response)

Teleconference Evidentiary Record (September 18, 2026 with Angie Zamecnik):

Chavon stated that multiple EthicsPoint filings covered Student Support and belonged in her file; Zamecnik claimed issues were 'escalated' but refused to state which ones ('it depends on the student'); Zamecnik initially refused to provide Student Support records; Zamecnik confirmed conferring with Dr. Laban and pre-determining that an appeal would not change the grade; and Zamecnik demanded redundant proof of the Sept 4 appeal (timestamp 27:15 - 27:36).

18 Months of Silence: Institutional Non-Response & Due Process Timeline (March 2025 – September 2026)



15 SEPARATE FORMAL INQUIRIES & APPEALS SUBMITTED
Encompasses 5 EthicsPoint filings, SAP appeals, grade disputes, and program transfer petitions.

18-MONTH CONTINUOUS STUDENT ESCALATION
Documented outreach to Student Services, Disability Services, AVP Academic Operations, and University President.

SUMMARY DISMISSAL EXECUTED WITHOUT DUE PROCESS
Program dismissal enforced Sept -9, 2026, while formal Grade Appeal remained actively pending.

INSTITUTIONAL LEADERSHIP RESPONSE (MARCH 2025 – SEPTEMBER 2026)

0 WRITTEN FINDINGS ISSUED
Zero investigations conducted or written outcomes delivered, breaching the published 10-day institutional policy.

SUMMARY DISMISSAL EXECUTED WITHOUT DUE PROCESS
Program dismissal enforced Sept 9, 2026, while formal Grade Appeal remained actively pending.