

## **University of Tulsa Discrimination and Ethics Violations**

Here's proof that the University School directors discriminated against a child with ADHD, not wanting to give him a 504 plan, blackmail his parents, lying, and possibly violating federal law. It proves that provost Winona Tanaka lied in a report and violated the code of ethics. It also shows president Gerard Clancy was unwilling to discuss ethics violations and had a letter sent that violates multiple TU's code of ethics via Roger Blais.

### **Proof:**

Multiple documents and 3 recorded meetings (legal in Oklahoma) that are incriminating and prove a lot of information was falsified.

While reading through the information, please see if you can spot any decency from University of Tulsa and keep track of every ethics violation. Are there signs of TU employees protecting each other even if it means treating people poorly when they submit ethics violations?

Edward Shane  
918-743-9802  
[edward@shanemp.com](mailto:edward@shanemp.com)

University School (grades 3 year olds to 8th grade)  
is on the campus of University of Tulsa  
(people that work there are paid by the University)

My wife Cheryl Shane is a teacher at University School

Our daughter graduated from University School this past May

Our son is currently attending the school(5th grade) and doing very well in class and is also in chess club, robotics and takes tennis lessons at TU.

The 3 directors at University School are:  
Pat Hollingsworth (started the school)  
Debbie Price  
Amber Gates

Gerard Clancy is the President of The University of Tulsa  
Roger Blais was a provost  
Winona Tanaka was a provost  
June Brown worked in the provost office

### **First Meeting & First Letter from University School at TU**

See attached letter dated May 16, 2016

Please keep in mind that our son was:

1. Making A's and B's in all of his classes.
2. Received a \$5,000 Scholarship. **In order to receive this, a student must have good grades and behavior. It was signed by Pat Hollingsworth.**
3. We also signed our son up in the Preferred Enrollment in the prior December or January and he was accepted and we paid \$450.

A few other things:

1. No plan for improvement was established during the meeting, nor has there ever been a plan of improvement from University School, contrary to School policy.
2. What also was not discussed at the meeting was use of standard practice strategies such as behavioral supports and timely, objective feedback ongoing. Such strategies are not standard practice for University School, although it is mentioned in policies in the University School handbook.
3. No probation was offered.

We informed the directors that the few meltdowns our son had were from having **Alubuteral Sulfate** breathing treatments because of oak pollen. We also mentioned to the directors that we switched his allergy medication, but they still sent us the 1st letter.

The directors told us that our son had some issues of unwillingness to work, invading personal space, and emotional outbursts.

Janet Carr, M.A., CCC-SLP was at the meeting with us and mentioned those are signs of ADHD. Cheryl and I were very surprised and immediately said we will get him tested. The directors still sent this letter via certified mail.  
See attached letter dated May 16, 2016

So apparently they did not want to provide basic federal requirements for students with disabilities.

## **2nd meeting & 2nd Letter from University School**

See attached letter dated May 13, 2016 (They put the wrong date)

Before entering the office for a meeting we noticed Amber Gates telling a security guard to sit right outside the door to the office. This can be verified with Linda Bolin and Tami Losconcy (hopefully they remember). I'm sure you can ask the security officers about it as well.

We told the directors we have bad news and good news. The bad news is that our child was just diagnosed with ADHD, the good news is that we can treat him. They still sent us the second letter.

## Recording During the Second Meeting

Please listen to the supplied recording Directors.m4a

Or go to

<http://bit.ly/TU-Discrimination>

(this recording is set to Private in YouTube settings for confidentiality reasons.)

On the recording are the voices of:

Pat Hollingsworth

Debbie Price

Edward Shane

Cheryl Shane

Amber Gates (she was present taking notes, but did not speak.)

Debbie Price said the following:

*"Sometimes, it's just as hard for parents to hear, 'We think your child might have ADHD as to hear this.*

"This," is referring to the notion of being expelled from the University School. Even though we just told them we just had our son tested for ADHD and that we plan on doing whatever it takes to help him. They still sent us the second letter.

### 1. They broke 5 out of the 6 code of ethics:

#### **Code of Ethical Conduct**

The University of Tulsa expects all employees, faculty, administrators, staff, students, trustees and other members of the University community to adhere to the highest standards of ethical conduct, recognizing that basic principles of ethical conduct require individuals to:

- act with integrity and professionalism;
- demonstrate personal and social responsibility;
- be good stewards of University property and resources in furtherance of the values and goals of our mission to operate at the highest levels of education, research and scholarship;
- respect differences and honor the rights of all individuals to feel safe and welcome in our community;
- ~~protect individuals' privacy and maintain the confidentiality of records, information and data, as appropriate; and~~

- comply with the letter and spirit of laws, regulations, professional codes and policies applicable to their positions.

## **2. Non-Discrimination Policy**

The University of Tulsa is committed to the principle of equal opportunity in education and employment. The university does not discriminate on the basis of personal status or group characteristic including, but not limited to individuals on the basis of race, color, religion, national or ethnic origin, age, gender, disability, veteran status, sexual orientation, gender identity or expression, genetic information, ancestry, or marital status in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, athletic, and other university administered programs.

<https://utulsa.edu/student-affairs/policy-on-harassment/>

The University of Tulsa does guarantee, however, that credible accusations of inappropriate conduct under this policy will be investigated promptly, thoroughly, and fairly.

## **3. Definition of Prohibited Harassment**

(1). General – Conduct which is prohibited by this policy (herein referred to as “Prohibited Harassment”) may be verbal, physical, or visual; it may be conduct related to favoritism, or based upon a person’s legally protected status, or any actual or perceived status that motivates inappropriate conduct, such as inappropriate conduct based on color, age, disability, gender, gender identity, national or ethnic origin, race, religion, sexual orientation, veteran status, marital status or personal physical trait. Prohibited Harassment also may include inappropriate conduct harmful to an individual’s reputation.

**4. They violated federal law by depriving our son of his civil rights under Section 504 of the Vocational Rehabilitation Act of 1973**

## **University School Association Board Meeting / Winona Tanaka**

I asked someone in the University School Association Board association if I could discuss Twice Exceptional Children during a meeting, and they received permission from Debbie Price that I could. Pat Hollingsworth decided to call Provost Winona Tanaka to come to the school before the meeting to stop me.

When I showed up to the University School Association Board association meeting, Winona Tanaka came up to me as I was getting ready to pour some coffee and introduced herself and said that I need to go with her immediately. She led me to Pat Hollingsworth office and we talked for a few minutes. She offered to investigate the past situation.

My wife and I met with Provost Winona Tanaka and June Brown twice to get information about the situation. I have recordings of both meetings.

Winona Tanaka sent us a report on her findings which she falsified. See attached report Shane Decision June 23, 2017 FFN. Please also refer to the document EthicsPoint 10/7/2018.pdf that addresses lying in the report.

I decided to email President Gerard Clancy and carbon copied Sanjay Meshri who is an old friend of mine that's on the Board of Trustees:

Hello Dr. Clancy,

Can we sit down and have a cup of coffee with some board members? Winona Tanaka replied with our concerns with **many lies** an I have proof. My goal is to make TU a better and stronger University even though the policies are favorable to administrators with tenure.

I realize that it is possible that TU may try to kick my child out of school and even try to fire my wife, but I believe in truth rather than lies which is what your staff has proven.

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Dr. Clancy,

Please let me rephrase what I sent to you last night. I really am a patient person but anxiety does sometimes gets to me, especially since this process has gone on for so long.

Would you mind if my wife and I met with you, just so you are aware of some things. It might be good if June Brown met with as well since she was in the meetings with us and Winona Tanaka, but I'll leave that up to you. My schedule is flexible and Cheryl's assistant can always cover her class at University School if she needs to leave.

We have always thought of TU being a major part of our families lives, which is why we have been so hurt during this process.

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The response was a letter from Provost Roger Blais. See attached letter dated September 13, 2017.

My wife and I were unaware of the following reporting system until I found it on the TU website.

<https://utulsa.edu/code-of-ethical-conduct/>

Please read the attached ethics reports we filed that includes TU's responses.

A note about EthicsPoint 10/7/2018.pdf

PDF of Winona Tanaka's report:

Winona Tanaka Letter - Shane Decision June 23, 2017 FFN.pdf

This ethics report is concerning the report that Provost Winona Tanaka sent to us. Its full of lies which is proven by all information we supplied, and by the 2 recordings. They were not aware that I was recording the 2 meetings. Teachers and personnel can also verify our claims. A lot of teachers and some personnel know about this situation and can't believe it happened.

On this page:

[https://uschool.utulsa.edu/wp-content/uploads/2018/06/infopkt\\_jan2016-1.pdf](https://uschool.utulsa.edu/wp-content/uploads/2018/06/infopkt_jan2016-1.pdf)

It mentions the following which are federal funds. They were suppose to accommodate children with ADHD.

## NATIONAL SIGNIFICANCE OF UNIVERSITY SCHOOL

There is no other school in the nation whose curriculum is based on Enaction Theory. Presentations about University School have been made in numerous states, Canada, and Europe. Our school has received a large United States Department of Education Javits Grant for teachers training and curriculum development.

### TU's "Ethics" Committee

Attached are multiple ethics reports filled through here:

<https://utulsa.edu/code-of-ethical-conduct/>

Read the paragraph that starts with

*Reports of suspected violations will be investigated...*

In ANY investigation there should be questions. How could they investigate something without asking us one question? Even a simple question of, do you have any other information? Also, the only answer they gave is basically staying with the letter from Provost Winona Tanaka which is exactly part of what was suppose to be investigated.

A few questions:

Do you think TU should treat people this way and continue to do so in the future?

Why was TU not providing basic federal requirements for students with disabilities?

How long has this been going on?

The directors had no idea between an IEP and 504.

Why was there never a consultant or someone to administer IEP's and 504's at University School?

Vanderbilt has education about gifted students with ADHD (twice exceptional). Why has the school not sent teachers there for training?



THE UNIVERSITY of  
**TULSA**

*University School*

May 16, 2016

Cheryl and Edward Shane  
1322 S. Guthrie Ave.  
Tulsa, OK 74119

Dear Cheryl and Edward,

After meeting with both of you and therapist Jan Carr, Debra Price, Amber Gates, and I discussed the situation at great length. We want to help -- if Harrison can maintain appropriate behavior, complete his school work, and be cooperative.

He was making good grades at this time  
and continues to do so almost 3 years later.

With that understanding, we are willing to honor Jan Carr's recommendation for him to be at University School for one more school year. Our standards and expectations for upper school students are very high and would be too demanding for Harrison, therefore, this is a maximum of one more school year (through the end of school in May 2017).

*If at any time during this one-year time period Harrison again has issues, he will have to leave University School immediately.* Signs of ADHD  
Issues that have arisen in the past are roaming around, defiance, unwillingness to work, invading personal space of others, and emotional outbursts. Harrison will be expected to complete all aspects of his school work during this school year, including Kumon mathematics.

We all strongly believe that Harrison has potential. Whatever decision you make, we wish the best for him. We will need to know your decision regarding this proposal by June 15. If we do not hear from you by then, we will conclude that you have decided to take him to another school.

Blackmail

If you choose to keep Harrison at University School for the 2016-17 school year, we need you both to sign and return one copy of this letter and return it by June 15, 2016.

Kindest regards,

*Pat Hollingsworth*

Patricia L. Hollingsworth, Ed. D.  
Director

To Dr. Hollingsworth:

We agree to the terms of this letter and wish Harrison to remain at University School for the 2016-2017 school year.

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Edward Shane

Date

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Cheryl Shane

Date





THE UNIVERSITY of  
**TULSA**

*University School*

May 13, 2016

Cheryl and Edward Shane  
1322 S. Guthrie Ave.  
Tulsa, OK 74119

They put the wrong date. This is the second letter.

Dear Cheryl and Edward,

After meeting with both of you and therapist Jan Carr, Debra Price, Amber Gates, and I discussed the situation at great length. We want to help -- if Harrison can maintain appropriate behavior, complete his school work, and be cooperative.

With that understanding, we are willing to honor Jan Carr's recommendation for him to be at University School for one more school year. Our standards and expectations for upper school students are very high and would be too demanding for Harrison, therefore, this is a maximum of one more school year (through the end of school in May 2017).

Problem issues that have arisen in the past are roaming around, defiance, unwillingness to work, invading personal space of others, and emotional outbursts. Appropriate behavior and completion of all aspects of his school work, including Kumon mathematics are expected. We are aware of Harrison's ADHD diagnosis.

Discrimination

We all strongly believe that Harrison has potential. Whatever decision you make, we wish the best for him. We will need to know your decision regarding this proposal by June 15. If we do not hear from you by then, we will conclude that you have decided to take him to another school.

If you choose to keep Harrison at University School for the 2016-17 school year, we need you both to sign and return one copy of this letter by June 15, 2016.

Kindest regards,

*Pat Hollingsworth*  
Patricia L. Hollingsworth, Ed. D.  
Director

*Debra Price*  
Debra Price, M. Ed  
Assistant Director

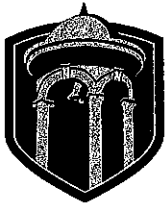
*Amber Gates*  
Amber Gates, M. Ed.  
Assistant Director

To Dr. Hollingsworth:

We wish Harrison to remain at University School for the coming school year, and we agree to all the terms of this letter.

\_\_\_\_\_  
Edward Shane                      Date

\_\_\_\_\_  
Cheryl Shane                      Date



THE UNIVERSITY of  
**TULSA**

*Office of the Provost*

June 23, 2017

Re: Your Complaints against the University School, Dr. Patricia Hollingsworth, Director; Ms. Debra Price, Assistant Director for Administration and Admissions; and Ms. Amber Gates, Assistant Director for Communication and Curriculum

Dear Mr. and Mrs. Shane:

Thank you for meeting with June Brown and me last week on Tuesday, June 13, to discuss your complaints to the Provost's Office regarding the University School, Dr. Hollingsworth, Ms. Price and Ms. Gates. During our meeting I went over the unanimous decisions reached by Dr. Roger Blais (Provost), Mr. Wayne Paulison (Associate Vice President for Risk Management and Human Resources), and me following our review of all issues presented by you to this office. You met previously with Ms. Brown and me on January 23, 2017 and February 26, 2017 to present your complaints and documents. In addition to meeting and receiving information from you, we met with Dr. Hollingsworth, Ms. Price and Ms. Gates and requested documents from them as well. I will summarize below each of the areas addressed by our decision.

**Your Complaint Regarding the University School's Decision in May, 2016** You contacted Dr. Blais after receiving letters in May, 2016 from the University School, stating that your son, Harrison, would not be eligible to re-enroll after the end of the 2016-17 school year. You believe that decision was "*unfair*," "*unjustified*" and "*without warning*." You met with Dr. Blais initially and, after you retained an attorney, Dr. Blais referred the matter to the University's attorney so that the attorneys could work together to seek a resolution. In your emails and during your meetings with Ms. Brown and me, you said you were "*shocked*" by the School's decision because there had been no warnings or other communications to suggest that Harrison's behavior had been so problematic. You also claimed that Dr. Hollingsworth, Ms. Price and Ms. Gates committed "*harassment*" by reaching such a decision and sending the notification letters to you.

University School records show that Harrison was three years old when he entered the University School's Early Childhood program during the 2011-12 school year. He repeated and completed Early Childhood during 2012-13, completed Early Primary during 2013-14, completed Primary 1 during 2014-15, completed Primary 2 during 2015-16, and completed Primary 3 during 2016-17.

During our investigation into your complaints, we reviewed records of written and oral communications to you from the School regarding Harrison's behavioral problems during the 2015-16 school year. We also found records of Harrison's behavioral issues prior to the 2015-16 school year, reported to you orally and in writing as such issues arose. Although you did not mention Harrison's earlier behavioral issues during your meetings with Ms. Brown and me, the

Letter to Mr. and Mrs. Shane  
June 12, 2017

Provost's Office finds them relevant to your complaints. The records show you were aware of problems with Harrison's behavior not only during the 2015-16 school year, but also from earlier school years and from your own reported observations at home.

At the beginning of the **2014-15 school year**, you took Harrison to the Individual & Family Service clinic for assessment in response to behavioral problems that were occurring during the school day. Based on information provided by both of you, the clinic identified "*Oppositional Defiant Problems*" in the "*clinical range*" and "*Anxiety Problems*" at a "*level of concern*." Based on information provided by his teachers, the clinic identified three areas marked by "*levels of concern*": *Affective Problems*, **Attention Deficit/Hyperactivity Problems**, and *Oppositional Defiant Problems*. I highlight these findings from October 2014 regarding **Attention Deficit/Hyperactivity Problems** because, during our meetings, you both indicated you had no awareness of any ADHD issues prior to his July 2016 evaluation by Dr. Sumner. When I mentioned the earlier evaluation last week, you asked me to let you know "which report" included such information.

The Individual & Family Service findings were presented to you in October, 2014, at the beginning of the 2014-15 school year. Harrison's **2014-15 Report Card** reflects behavioral and academic problems that were evident throughout that school year, including *difficulty with staying on task, working diligently without giving up easily, staying focused for 15-20 minute on Kumon math, quiet listening, and transitioning between activities without problems*. At the end of the school year Harrison's **2014-15 Report Card** noted he was "*still working below grade level in subject areas*" and "*needs to work on listening, following directions, and conflict resolution with peers*."

Similar behavioral and academic concerns were noted in Harrison's **Report Card for the 2015-16 school year**. He ended the 2015-16 school year with Ns (needs improvement) in all six areas of "*ATTITUDES AND BEHAVIOR: shows respect for teachers; shows respect for classmates; listens to and follows directions; demonstrates responsibility; demonstrates self-control; and works independently*." Comments on the Report Card from teachers included concerns regarding "*managing his anger in certain situations*" and "*behavioral issues ... throughout the year*." Academically, Harrison was struggling with concepts in English, math and Kumon math, and showed "*inconsistency in his understanding of new concepts and his ability to meet the academic challenges of the Primary 2 classroom*." A report prepared by Ms. Janet Carr, Speech Language Pathologist, based on tests (Clinical Evaluation of Language Fundamentals) administered on February 6, 2015, showed that Harrison "*presents with an overall profile of average oral language skills*" and challenges relating to "*impaired syntax and morphology during conversational speech*" and "*social communication challenges that are interfering with his communication with others*." During your meetings with Ms. Brown and me, you both suggested that Harrison's behavioral problems may be related to frustrations when he struggles with academic requirements.

Letter to Mr. and Mrs. Shane  
June 12, 2017

The records show there were many occasions during the 2015-16 school year when school administrators were called to the classroom to assist and intervene because Harrison was engaging in uncontrollable, inappropriate, and disruptive behavior. We examined specific reports relating to specific incidents that are consistent with statements in the May, 2016 letters, which described Harrison's behavior as "*roaming around, defiance, unwillingness to work, invading personal space of others, and emotional outbursts.*" School records show that these incidents were reported to you orally and in writing. During the school year Harrison was receiving professional assistance arranged by you for problems related to behavioral and academic issues. In a **March, 2016 Progress Review from Family-Integrated Therapy Services**, Harrison's diagnoses included "***Impaired Social Communication Skills affecting Perspective Taking/Inference and Negotiation Skills,***" "***Impaired Joint Attention,***" and "***Suspect Sensory Processing Disorder impacting Attention to Task.***" Apparently you both recognized the seriousness of the problems and their impact on others in the classroom. Mr. Shane notified the School that he would come and take Harrison home whenever such incidents occurred. On other occasions, Harrison was taken to Mrs. Shane's classroom so that she could assist in addressing his behavioral issues. Mr. Shane did, in fact, pick up Harrison from school on many occasions. However that arrangement was discontinued under circumstances that are disputed. University School administrators distinctly recall being told by Mr. Shane said he was no longer willing to pick up Harrison because the arrangement was interrupting his work days. During our meeting last week, Mr. Shane denied ever making such a statement. In any event the arrangement did not continue through the 2015-16 school year despite continued behavioral problems that required intervention by school administrators.

The Provost's Office finds that, as a result of Harrison's repeated behavioral problems during the 2015-16 school year, the University School was justified in reaching its decision in May, 2016 regarding Harrison's future enrollment status. The Provost's Office finds that the circumstances did not require a one-year delay in changing Harrison's enrollment status. However School administrators granted that allowance so that your family would have more time to make arrangements for moving Harrison to another school. We find that Dr. Hollingsworth, Ms. Price and Ms. Gates acted appropriately and fully within the scope of their authority and responsibility when reaching this decision and notifying you in writing and orally. None of the School administrators committed harassment or acted inappropriately when reaching this decision and notifying you orally and in writing.

**Reasonable Accommodations Granted to Harrison** At the end of the 2015-16 school year, after being notified of the School's decision, you made arrangements for Harrison to be evaluated at the Clinic for the Assessment of Attention, Behavior, Learning & Development (OU Physicians). According to the Clinic's Psychological Evaluation report, Harrison was evaluated on July 14, 2016 and July 20, 2016 by Dr. Jennifer Sumner, Ph.D.. Dr. Sumner diagnosed Harrison with "*mild to moderate challenges related to attention, sensory processing/self-regulation, visual memory skills, social emotional functioning and fine motor skills that appear*

Letter to Mr. and Mrs. Shane  
June 12, 2017

*to be impacting his performance as well as social interaction across environments.*” You presented this report to the University School, assured the School that you would obtain the recommended, appropriate treatment for Harrison, and stated that his behavior was expected to improve with proper medical care and attention. School administrators reviewed the reports, **approved extra time and quieter conditions for test-taking as accommodations for Harrison’s ADHD learning disability**, and remained prepared to address Harrison’s behavioral problems to the extent reasonable and possible. Harrison began the 2016-17 school year with these accommodations in place and an expectation that he would undergo the usual evaluations conducted by University School teachers and administrators during the year. During your January 23 and February 26 meetings this year with Ms. Brown and me, you reported that the accommodations were working well for Harrison. You also stated that you were working with him after school hours to assist with his difficulties in Math.

Harrison’s **2016-17 Report Card** shows a Spring Term grade of 65 in Mathematics with Comments that *“He is still struggling with Math concepts and often requires individual teacher help to complete his Math assignments”* and that on Kumon Level, Harrison was at A71 and *“making progress. Should be on B31 or higher by now.”* He finished the Spring 2017 semester at A171. His teacher and School administrators agreed that his behavior had improved significantly but there remained room for improvement in five areas: *Shows respect for classmates and teachers* (there was one notable incident during the Spring 2017 term involving physical altercation and kicking of a classmate); *Listens to and follows directions*; *Demonstrates self-control*; *Works independently*; and *Neatness and quality of work*.

During our meetings I raised the question about an IEP because apparently your attorney had asked for an IEP last year and School administrators had begun the process for preparing an IEP. When we met at the beginning of this year, you were no longer being represented by an attorney and told Ms. Brown and me that you did not understand your attorney’s request. You said you had not requested an IEP and never believed an IEP is needed for Harrison. You then shared with us your experience when visiting the Tulsa Public Schools office and having your position confirmed by Dr. Janice Graham, TPS Lead Psychologist for Special Education and Student Services. Based on those discussions, I notified School administrators that they should discontinue efforts to obtain an IEP for Harrison. On June 7, 2017, you emailed Dr. Clancy, Ms. Brown and me and stated that *“Harrison is still not on a 504 plan even though that was the next step for University School in this process to ensure he was accommodated.”* I looked into this matter because, during our meetings with you on January 23 and February 26, you had stated that the **extra time and quieter conditions for test-taking** were working well as accommodations for Harrison. These are, in fact, the typical accommodations granted under a 504 Plan and you were not asking for additional or different accommodations. University School records show that, after you met with Dr. Graham at Tulsa Public Schools about accommodations for Harrison, Ms. Gates followed up and spoken with Dr. Graham. Dr. Graham confirmed to Ms. Gates that you discussed the IEP issue with Dr. Graham and decided that an IEP is not needed for Harrison.

Letter to Mr. and Mrs. Shane  
June 12, 2017

Dr. Graham also reported that you had declined her (Dr. Graham's) offer to assist with preparing a 504 Plan. During our meeting last week, we discussed Harrison's approved accommodations last year. When I asked whether you are seeking additional or different accommodations for Harrison, you said "no." I said the School would be happy to use the term "504 Plan" to describe the accommodations approved and granted to Harrison during the 2016-17 school year. You said that was not necessary. I assured you that, before the start of the upcoming school year, School administrators will take steps to ensure that Harrison's third grade teachers are aware and observant of Harrison's **right to extra time and quieter conditions for test-taking**. I met with Dr. Hollingsworth, Ms. Price, and Ms. Gates at the end of last week and they confirmed that such steps will be taken before the start of the school year.

**Claim of Discrimination and Right to Enrollment Indefinitely** During our meetings in January and February, you both suggested to Ms. Brown and me that Harrison has a right to remain at the University School unconditionally, presumably until graduation, despite any problems that might arise regarding his academic and behavioral performance. You both believe that Dr. Hollingsworth, Ms. Price and Ms. Gates have "*discriminated*" against Harrison by not assuring you that Harrison can re-enroll and stay at the School indefinitely. We spoke candidly about Harrison's problems during the 2015-16 and 2016-17 school years and how you have taken steps to seek professional assistance and act pro-actively to address academic and behavioral issues. During our meetings you based your claim of discrimination on your belief that other students have remained at the University School despite academic struggles and behavioral problems. As you may recall, I expressed great concern when you first raised the possibility of any discriminatory treatment of Harrison or anyone else. The Provost's Office examined these and other allegations thoroughly. We cannot discuss with you any cases involving other students but, based on our investigation, we can assure you that Harrison has not been treated unfairly or in any manner that is discriminatory or different from how other students have been and are being treated at the University School. While each student's situation is unique, Harrison is by no means the first student who has faced consequences due to deficiencies in academic or behavioral performance, particularly repeated deficiencies. All students at the University School are required to meet academic and behavioral standards applicable to their grade levels. When problems arise, the School judges each case on its own merits. No student has a right to remain at the School unconditionally or indefinitely, regardless of academic or behavioral problems. We appreciate your desire to have Harrison remain at the University School, but neither Harrison nor any other student can be guaranteed continued enrollment without regard to their performance in meeting academic and behavioral standards.

**Parents are Responsible for Identifying and Addressing ADHD and Other Learning Disabilities** You also complained that the University School and its teachers and administrators – particularly Dr. Hollingsworth, Ms. Price and Ms. Gates – have failed to perform what you describe as their responsibility to identify and notify parents when children have (or are believed to have) ADHD and other learning disabilities related to medical, mental or psychological

Letter to Mr. and Mrs. Shane  
June 12, 2017

conditions. Again this is a very serious allegation and my office examined the matter thoroughly. Under University of Tulsa policies, faculty, administrators and staff in all academic programs – including the University School – are neither responsible for nor authorized to assess, identify or advise students or parents regarding possible physical, mental or psychological disabilities. Teachers and administrators are *not* responsible for identifying and notifying parents of learning disabilities, and the School does not purport to train or hold its teachers responsible for such activities. We have consulted with medical professionals and confirmed that the policies of the University and the University School are appropriate and consistent with best practices. The responsibility for identifying and addressing disabilities or conditions that may affect a child's academic performance or behavior rests with the child's parents and medical professionals. University School teachers and administrators are responsible for evaluating each student's performance under academic and behavioral standards for the child's program level. Parents receive evaluations of their children's performance through end-of-semester and end-of-year assessments, incident reports, parent-teacher conferences, daily in-class assignments, homework, and other communications from the School. I appreciate your commitment and goals in attempting to increase public awareness about ADHD and other learning disabilities, but we find no basis for your claim that Dr. Hollingsworth, Ms. Price, Ms. Gates or any University School teachers or staff failed to perform their responsibilities to Harrison or other students.

**The University School Is Not Obligated to Have a Staff Counselor** You believe that the School and its administrators – particularly Dr. Hollingsworth, Ms. Price and Ms. Gates – have failed to fulfill their responsibilities by not creating a school counselor position. As you know, the School does not have a school counselor and there are no plans to add such a position. Parents who enroll their children at the University School know that there is no school counselor and that they (parents) are responsible for obtaining counseling services needed by their children. Decisions whether to create this or any other position are based on many factors, including the needs of students, impact on tuition, and availability of resources. The Provost's Office reviews and approves all such decisions and concurs with the judgment of School administrators on this issue.

**Your Demand that Dr. Hollingsworth, Ms. Price and Ms. Gates Be "Fired."** Based on your dissatisfaction with how your complaints have been handled by the University School – particularly by Dr. Hollingsworth, Ms. Price and Ms. Gates – you have stated repeatedly that all three administrators be "*fired*" immediately. Because you believe in the correctness of your assessment and conclusions on your complaints, you have concluded that the School and its administrators must be wrong because they have disagreed with you. However, as reported in this letter, the **Provost's Office examined each of your complaints, assessment and conclusions and we find them to be unfounded and unsupported by the record.** We find that Dr. Hollingsworth, Ms. Price and Ms. Gates have acted towards you and Harrison in a manner that has been consistently fair and appropriate, particularly when responding to and addressing

Letter to Mr. and Mrs. Shane  
June 12, 2017

Harrison's behavioral and academic performance and reaching the conclusions that led to their decision in May, 2016.

As we discussed during our meeting last week, the Provost's Office is very concerned about a number of unfounded allegations you have communicated orally and in writing to parents and others regarding Dr. Hollingsworth, Ms. Price and Ms. Gates. We are particularly concerned about your allegations that Harrison's problems have been "*caused*" by University School administrators, that Dr. Hollingsworth was "*reprimanded*" by Dr. Blais as a result of your complaints, and that all three administrators have "*already been dealt with*" by me as a result of your complaints. Our investigation does not support any of those allegations. On the contrary, we reviewed the records thoroughly and carefully and determined that, throughout Harrison's time at the University School, his teachers and administrators have acted professionally and have done their best to teach, mentor, assist, supervise and work with Harrison, even during periods when Harrison's behavior was uncontrollable, inappropriate, and disruptive. School teachers and administrators are no more the "*cause*" of Harrison's outbursts and behavioral problems than others who have been with Harrison when he is at home, visiting friends, or anywhere else. Dr. Blais and I have discussed our meetings and communications with you, and we recall nothing that should have led you to believe that anyone had been "*reprimanded*" or "*dealt with*" as a result of your complaints. We do recall that we each listened to your complaints, expressed concern about your allegations, and agreed to investigate the matters. We could see that you were greatly distressed about the situation, and we expressed concern and willingness to assist you. We took great care to provide you with opportunities to share your concerns and documents in order to ensure that our office would conduct a thorough and fair investigation of all issues. At no time did either of us state that any University School administrator has been or deserves to be "*reprimanded*" or "*dealt with*" as a result of your complaints. We received your complaints and listened to you with respect and concern, as we do with all complaints presented to the Provost's Office. Likewise we spoke with Dr. Hollingsworth, Ms. Price and Ms. Gates and received their responses with respect and concern. The fact that we treated you with respect and concern does not mean that we reached any conclusions during our meetings with you. Our office does not rush to judgment or take action without first investigating a situation. Before reaching any findings or taking any action, our office hears from *both* sides, examines *all* documents and considers *all* statements. This letter represents the results of our investigation, findings and conclusions.

**Conclusion The Provost's Office finds no merit to the claims presented by both of you against the University School, Dr. Hollingsworth, Ms. Price and Ms. Gates. This is the final decision of the University of Tulsa. The Provost's Office will not give further consideration to any of the matters investigated, reviewed and addressed in this letter.**

While I realize this is not the decision you had hoped to receive, I assure you that your complaints were reviewed carefully and your assertions were given every benefit of the doubt at



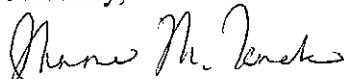
Letter to Mr. and Mrs. Shane  
June 12, 2017

each stage of the investigation and review processes. When complaints are received, the Provost's Office will examine all information and reach findings based on information provided by both sides. I appreciate the fact that you have both been very cooperative during our meetings, and I thank you for discussing these matters with us. I might add that Dr. Hollingsworth, Ms. Price and Ms. Gates were equally cooperative and helpful in providing the Provost's Office with information and documents relevant to your complaints. As a result the Provost's Office was able to conduct a thorough review of all issues.

We would be remiss in not mentioning the multiple emails and social media postings that have been circulated during the past year to parents and others, attacking not only the University School as a program but also the work and character of Dr. Hollingsworth, Ms. Price and Ms. Gates. I hope you agree that all three administrators have demonstrated great patience and professionalism by not responding to such attacks, even when inflammatory language was used and false accusations were made against them and circulated among parents, teachers and others. As recounted in this letter, Dr. Hollingsworth, Ms. Price and Ms. Gates have been wrongfully and repeatedly accused of wrongdoing based on your allegations and complaints. The Provost's Office has determined that these allegations and complaints are without merit and unsupported by the evidence. The Provost's Office has received complaints from individuals who have found it disturbing and disruptive to receive your emails and attacks against the School and its administrators. False, disparaging emails, social media postings, and other communications serve no good purpose and should cease.

Our teachers and administrators strive to build positive relationships at the University School, and everyone hopes you will join others in moving forward now that your complaints have been examined and addressed by the Provost's Office. As I stressed during our meeting last year, I sincerely hope you will both be able to move forward and build a more positive relationship with the University School and its administrators in the future.

Sincerely,



Winona M. Tanaka  
Senior Vice Provost and Associate Vice President  
For Academic Affairs

cc: Dr. Roger Blais, Provost  
Mr. Wayne Paulison, Associate Vice President for Risk Management  
and Human Resources  
Dr. Patricia Hollingsworth, Director  
Ms. Debra Price, Assistant Director for Administration and Admissions  
Ms. Amber Gates, Assistant Director for Communication and Curriculum



THE UNIVERSITY *of*  
**TULSA**

*Office of the Provost*

September 13, 2017

Dear Mr. Shane:

Your August 31, 2017 and September 1, 2017 emails to the President's Office have been referred to the Provost's Office. It appears that you are dissatisfied with the June 23, 2017 decision regarding issues presented by you and Mrs. Shane on prior occasions to the University School and Provost's Office. The University will not re-open the matters addressed in the June 23, 2017 decision. Those matters have been addressed in full. As stated in Vice Provost Tanaka's letter, *"This is the final decision of the University of Tulsa. The Provost's Office will not give further consideration to any of the matters investigated, reviewed and addressed in this letter."*

Dr. Hollingsworth, Ms. Price and Ms. Gates look forward to building a positive relationship with you and your family, and we have recommended that you move forward and strive to do the same. The fall semester has just begun and we sincerely hope that Harrison will enjoy a successful school year.

Sincerely,

Roger N. Blais  
Provost and  
Vice President for Academic Affairs

[This is the letter I received after emailing Dr. Clancy a few times.](#)

This report has been closed.

### Report Submission Date

10/7/2018

### Reported Company/Branch Information

<b>Name</b>	The University of Tulsa
<b>Location</b>	TU Provost Office
<b>City/State/Zip</b>	Tulsa, OK, 74104, USA

### Violation Information

#### Issue Type

Employee Misconduct

#### Relationship to Institution

Employee (management, staff, full-time & part-time)

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

Winona Tanaka - Mrs.

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

Do Not Know / Do Not Wish To Disclose

#### Is management aware of this problem?

Yes

#### What is the general nature of this matter?

My husband and I had a complaint about how a situation was poorly handled by University School, but even after submitting proof thereof, we were blamed for the entire ordeal with blatant lies made up by Winona Tanaka.

#### Where did this incident or violation occur?

University of Tulsa Provost Office

#### Please provide the specific or approximate time this incident occurred:

June 23, 2017

#### 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

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

Winona Tanaka:  
lied on documents

#### Details

This is a NEW complaint in addition to our original complaint. The first complaint included the three administrators at University School. This new complaint is in reference to the letter from Winona Tanaka dated June 23, 2017. So please do not respond with, "this matter is closed" since this is a new complaint.

This is not about disagreements, but blatant lies told by Winona Tanaka.

Before listing the items Winona Tanaka lied about and covering up discrimination at University School, I thought you should know a few facts.

There aren't any counselors at University. Pat Hollingsworth and Winona Tanaka are in support of no counselors and made it very clear to us that it was not going to happen. We mentioned this because it would help the school with Twice Exceptional

students of which the School has a large population.

Harrison is still attending University School, making good grades, and he is known for his very good behavior and respect for others. So apparently the three administrators and Winona were wrong about the letter being appropriate.

Being female and Native American I am quite familiar with establishments trying to silence people who come forward and stand up for their rights. We have been civil with TU during this process, but we're the ones who have been harassed by TU repeatedly. TU did not anticipate that we would advocate for our child and we knew that it was wrong for TU staff to prognosticate that he would be a failure.

Paragraph 3. Winona stated that Harrison "repeated" the Early Childhood program to make it appear as though the EC program was too difficult for him. In actuality, he was admitted into the program a ½ semester early midyear (January 2012) when he turned 3, so therefore it was appropriate for him to reenroll in EC that fall.

#### Paragraph 6

Harrison was making A's and B's while undiagnosed with ADHD and he was not below grade level. Research shows that many children who have ADHD work several grade levels below their peers, but Harrison was working at a grade level above along with his classmates.

#### Paragraph 8

Harrison was having some adverse reactions to his allergy medication, so we took him to his pediatrician to find out other options in regards to treating his severe, seasonal allergies. We found out that his inhaler (albuterol sulfate) was giving him some anxiety, plus he was coping with undiagnosed ADHD. This comorbidity led to a few meltdowns because he was having a difficult time concentrating. Since it's normal for 6 year olds to get upset when under stress, my husband told the teachers that he would pick Harrison up from school if he could not regain enough focus after a timeout. This strategy was never a punishment, but a way to try and help and he only needed to be picked up a couple times during a couple allergy seasons. In the report, Winona mentioned that my husband informed the school that he refused to pick up Harrison anymore. This is a lie. It is possible that he was not able to pick him up once because he was working or in a meeting. It is incredulous of her to put this lie in the report since we specifically discussed this at length in a meeting with her.

The school administrators did not visit with Harrison anymore than other students.

#### Paragraph 9

We just had our son tested and found out that he had ADHD so we asked the directors if he could return to the school and have an actual probation year since we were going to treat him even if it took medication. Pat Hollingsworth said no. So Winona is lying that it was fair for them to give us that letter, especially since he is still there. She said that was not harassment yet it was.

Winona is lying because the directors told us they would not take him back even if he was making good grades and his behavior was good. It was Roger Blais that told us that Harrison could remain at University School if we chose to keep him there.

Plus a month before the letter, Harrison received a \$5,000 Needs Based Scholarship. In order to receive this, a student must have good grades and behavior. It was signed by Pat Hollingsworth.

We also signed Harrison up in the Preferred Enrollment in the prior December or January and he was accepted and we paid \$450.

#### Paragraph 12

Our attorney did not request an IEP. An IEP does not make sense for someone like our son. A 504 plan is what he needed for his ADHD and he now has one. We believe Harrison is the first child to receive a 504 plan because we pushed to get one. It seems the procedure is to kick kids out of school instead of trying to help them. Winona is lying and trying to make us the scapegoat for all the malfeasance inflicted on our family by the directors and the University. She has not, nor anyone at TU, taken responsibility for all of the policies that were not followed by the directors and personal transgressions against me in the workplace.

#### Paragraph 14

Winona mentioned that we said our son had the right to remain at the school unconditionally. This is a complete lie. We specifically told the directors in a meeting and Winona in a separate meeting that we did not want our son to be at the school if it was not a good fit. We know it would not be fair to him or the other students. We only wanted him to have a true probation time now that all the pieces of the puzzle were finally coming together. We have been proactive since he was a toddler when

his language skills were not developing on par with his peers. The combination of his speech delay, undiagnosed ADHD, anxiety as result of not being able to focus and from the inhaler, were all identified as contributing factors when he was emotionally flooded at school. Common sense leads one to believe that since gifted children are highly sensitive (due to asynchronous development) and often are twice exceptional with ADHD, Harrison was the perfect candidate for a true probation year at a gifted school since he could do the work and self-discipline himself while on his ADHD medication.

#### Paragraph 15

This is confusing because on this page <https://utulsa.edu/academics/provost/provost-staff/> it shows that Tawny Rigsby is on the University's Behavior Intervention Team. I understand that she deals with college students but what exactly is this and why is there not a behavior intervention policy at University School?

#### Paragraph 17

Does TU really think it is fair that three of their employees were trying to expel a child out of school and prognosticate that he would not improve in spite of our willingness to try ADHD medication? Especially since they were all well aware that we finally had the answers we needed to move forward in the right direction. Harrison earned A's and B's on his first grade report card while being undiagnosed with ADHD and non-medicated. His over emotional behavior was the issue and their incredulousness to the fact that his behavior would improve dramatically after medication was disheartening to say the least.

#### Paragraph 18

Winona said that we said that Harrison's problems have been caused by University School. That is a lie. How can they cause ADHD?

TU's attorney told our attorney something to the fact that the directors were dealt with. Winona even said in our first meeting that they were. June Brown was there, but I do not know if she remembers if Winona said that or not. So you can ask her.

#### Paragraph 21

We NEVER sent out social media posts. This is a complete lie.

#### Paragraph 22

It is a lie that the administrators strived to build a positive relationship. They NEVER set up a meeting the entire year, until they decided to kick him out of school. Winona told us that she was going to look into why they never met with us, but we never heard back. Is there not a policy to follow when kicking a student out of school?

### Follow-Up Notes

There are no additional notes for this report.

### Follow-Up Questions/Comments

**Nov 02, 2018, 9:18 AM**

**Comment:** I have carefully reviewed your two Ethics Point complaints regarding the June 23, 2017 decision by then Senior Vice - Provost Winona Tanaka regarding your complaints about the treatment of your son Harrison at the University School. Those complaints, in reality a single complaint, first sent anonymously and then one signed by you, virtually repeat complaints you made in August and September of 2017. In response to those two complaints, a letter to you from Roger Blais, then University Provost, stated that the University had fully addressed those matters and would not re-open them then.

Your latest complaints appear virtually identical to the earlier complaints, and come more than a year after the decision was issued by the Senior Vice-Provost. In short the Complaints are neither timely nor are they new matters raised by you. As a result, the University will not respond further to your Ethics Point Complaints. I sincerely hope you will work with the administration at the University School to aid Harrison in his continuing education.

### Chat Transcripts

There are no chat transcripts for this incident.

[Close Window](#)

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## Our response:

Please read the following and note that we did try to resolve problems with various people at TU which ended up with a report full of libel about our situation, siding with TU officials, which was the reason for reporting it through Ethics Point where it specifically says that it will be investigated.

<https://secure.ethicspoint.com/domain/media/en/gui/24129/index.html>

TU encourages reporters to first attempt to resolve problems or disputes through established communication channels whenever possible.

This is the ethics committee response:

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My wife and I were harassed, blackmailed and then lies made up about us by at least 4 employees of TU. We have done absolutely nothing but tell the truth and report ethics violations.

Your response says "In short the Complaints are neither timely nor are they new matters raised by you."

- We did not know about the NAVEX Global (aka ethics-point) confidential reporting system or we would have filled it out. Why is the reporting system buried on the TU website? If people don't know about it, then how are they suppose to fill it out?

- We were never asked for details, which is why we submitted details via NAVEX Global. We were simply following TU policy and ethics as mentioned [on https://utulsa.edu/code-of-ethical-conduct/](https://utulsa.edu/code-of-ethical-conduct/)

- Is it ok to lie and not follow the code of ethics as long as someone does not report it in a timely manner? You are contradicting TU's code of ethics, and common decency when you suggest it's ok to lie as long as someone does not report it in a timely manner. In the response it says "I sincerely hope you will work with the administration at the University School to aid Harrison in his continuing education."

So you're asking us to work with the very people that mentally abused us and discriminated against our son? If someone is beat up or raped would you have the same advice?

If there was an investigating or if we were asked some questions, then you would know we were VERY polite and tried working with the directors from the VERY beginning, yet they sent 2 letters to us and said very rude things in our meeting. We had to hire an attorney because they refused our son the right to go to school while getting help for his ADHD.

I actually believe TU's code of ethics are very reasonable and followed them without even knowing about them until well after Winona Tanaka wrote a report falsifying information about us.

This report has been closed.

### Report Submission Date

6/10/2019

### Reported Company/Branch Information

<b>Name</b>	The University of Tulsa
<b>Location</b>	University School
<b>City/State/Zip</b>	Tulsa, OK

### Violation Information

#### Issue Type

Environmental and Safety Matters

#### Relationship to Institution

Other / Remain Anonymous

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

Pat Hollingsworth - Director  
Debrah Price - Assistant Director  
Amber Gates - Assistant Director

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

Do Not Know / Do Not Wish To Disclose

#### Is management aware of this problem?

Yes

#### Where did this incident or violation occur?

University School

#### Please provide the specific or approximate time this incident occurred:

May 2016

#### 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

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

Winona Tanaka, falsified information about my son, wife and I. I'm sure some of it was due to the directors supplying false information which is why I am submitting a recording.

#### Details

You should have ample information from us but I would be happy to supply more info if needed. I apologize for not submitting the recording earlier but I thought it might violate a TU policy, especially since my wife works there.

My wife Cheryl Shane is a teacher at University School and is still upset on the way this was handled. Her bosses treated her terribly and then lied about her to the Provost office. Just think if this happened to you.

Attached is a PDF and a file with a recording of a meeting we had with the 3 directors. Please let me know if you are able to open the files.

### Follow-Up Notes

There are no additional notes for this report.

### Follow-Up Questions/Comments

**Jul 08, 2019, 8:05 AM**

**Comment:** We have reviewed the materials you provided. The two Ethics Point complaints you submitted on June 10, 2019 and May 29, 2019 both arise from the same conduct that you previously repeatedly reported to Ethics Point.

You were previously notified that the University had fully addressed those matters and would not reopen them. The information you submitted did not change our understanding of the situation. As a result, the University considers these reports to be resolved and is closing them.

### Chat Transcripts

There are no chat transcripts for this incident.

[Close Window](#)

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This report has been closed.

### Report Submission Date

5/29/2019

### Reported Company/Branch Information

<b>Name</b>	The University of Tulsa
<b>Location</b>	On campus
<b>City/State/Zip</b>	Tulsa, OK

### Violation Information

#### Issue Type

Environmental and Safety Matters

#### Relationship to Institution

Other / Remain Anonymous

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

n/a n/a - I'm afraid to say right now.

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

Do Not Know / Do Not Wish To Disclose

#### Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

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

Don't know

#### How did you become aware of this violation?

I observed it

#### Details

I have a dilemma. I knew something was very wrong and had the opportunity to record some people on campus violating multiple ethics violations. I decided to audio record them and it is incriminating. Should I submit it to you? Would I get in trouble for recording them? I will have to give you my name and more details when I submit it since I may have to explain something.

I did not fill in a name above because I am afraid that I might be violating a policy. If I'm allowed to submit the recording to you, then I will give you the name.

### Follow-Up Notes

There are no additional notes for this report.

### Follow-Up Questions/Comments

#### May 31, 2019, 9:33 AM

**Comment:** Thank you for your report. Based on the details provided, you have not violated university policy. Please contact Sherry Eskew, Executive Director of Human Resources, at sherry-eskew@utulsa.edu or 918-631-2250 to schedule a confidential meeting. The University expects adherence to the highest standards of ethical conduct and your support is appreciated.

#### Jul 08, 2019, 8:05 AM

**Comment:** We have reviewed the materials you provided. The two Ethics Point complaints you submitted on June 10, 2019 and May 29, 2019 both arise from the same conduct that you previously repeatedly reported to Ethics Point.

You were previously notified that the University had fully addressed those matters and would not reopen them. The information you submitted did not change our understanding of the situation. As a result, the University considers these reports to be resolved and

is closing them.

### Chat Transcripts

There are no chat transcripts for this incident.

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This report has been closed.

### Report Submission Date

6/10/2019

### Reported Company/Branch Information

<b>Name</b>	The University of Tulsa
<b>Location</b>	University School
<b>City/State/Zip</b>	Tulsa, OK

### Violation Information

#### Issue Type

Environmental and Safety Matters

#### Relationship to Institution

Other / Remain Anonymous

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

Pat Hollingsworth - Director  
Debrah Price - Assistant Director  
Amber Gates - Assistant Director

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

Do Not Know / Do Not Wish To Disclose

#### Is management aware of this problem?

Yes

#### Where did this incident or violation occur?

University School

#### Please provide the specific or approximate time this incident occurred:

May 2016

#### 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

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

Winona Tanaka, falsified information about my son, wife and I. I'm sure some of it was due to the directors supplying false information which is why I am submitting a recording.

#### Details

You should have ample information from us but I would be happy to supply more info if needed. I apologize for not submitting the recording earlier but I thought it might violate a TU policy, especially since my wife works there.

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Attached is a PDF and a file with a recording of a meeting we had with the 3 directors. Please let me know if you are able to open the files.

### Follow-Up Notes

There are no additional notes for this report.

### Follow-Up Questions/Comments

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### Chat Transcripts

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