

## Student Complaint/Grievance Form

**Instructions:** A grievance is an educational or personal issue or condition that a student believes to be unfair, inequitable, discriminatory, or a hindrance to his/her education. Students who have a complaint or grievance about their Tarrant County College experience should complete this form and submit it to the campus department where complaint originated. Students should allow 10 business days to receive a written response to their complaint or grievance.

Student Information	
Student Name: [REDACTED]	
Address: [REDACTED]	City/State/Zip: [REDACTED]
Student ID#: [REDACTED]	Semester & Year: . Fall 2011
Home Phone Number: [REDACTED]	Work Phone Number: [REDACTED]
Cell Phone Number: [REDACTED]	Email Address: [REDACTED]
<b>Complaint/Grievance Information 93-5124</b> <i>Retaliation against an individual filing a grievance is strictly prohibited and constitutes a violation of college policy which may result in disciplinary action, including dismissal/expulsion.</i>	
Name of individual and/or department against whom the complaint/grievance is filed: [REDACTED] and [REDACTED] - students in Religions of the World	
Describe your complaint/grievance in detail. Include date/s of occurrence (be as specific as possible). Attach additional sheets, if necessary, along with any documentation that will help describe and substantiate the complaint. Are there any witnesses who should be interviewed? If yes, list names and contact information. My complaint/concern requires more space than Allowed here. Please see the attached. The incident can be verified by the students in Professor Derengowski's Religions of the World class - Tuesday and Thursday evenings	
Students are encouraged to discuss their concerns and complaints through informal conferences with the appropriate instructor or campus administrator. Have you made an attempt to resolve this complaint or grievance with the individual and/or department involved? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes, describe the outcome: (Attach any additional comments, if necessary) The attached email outlines how the issues haven't been addressed by TCC Administration	
What outcome do you hope to achieve after talking to the appropriate college official(s)? Attach additional sheets, if necessary. The policies in the TCC Student Handbook are followed as stated.	

I understand that information contained in the grievance form will be held confidential to the extent possible. Grievance information may be shared with college officials in order to conduct a thorough investigation. I hereby declare that the information on this form is true, correct, and complete to the best of my knowledge. I understand that any misrepresentation of information may result in disciplinary actions, in accordance with college disciplinary policies.

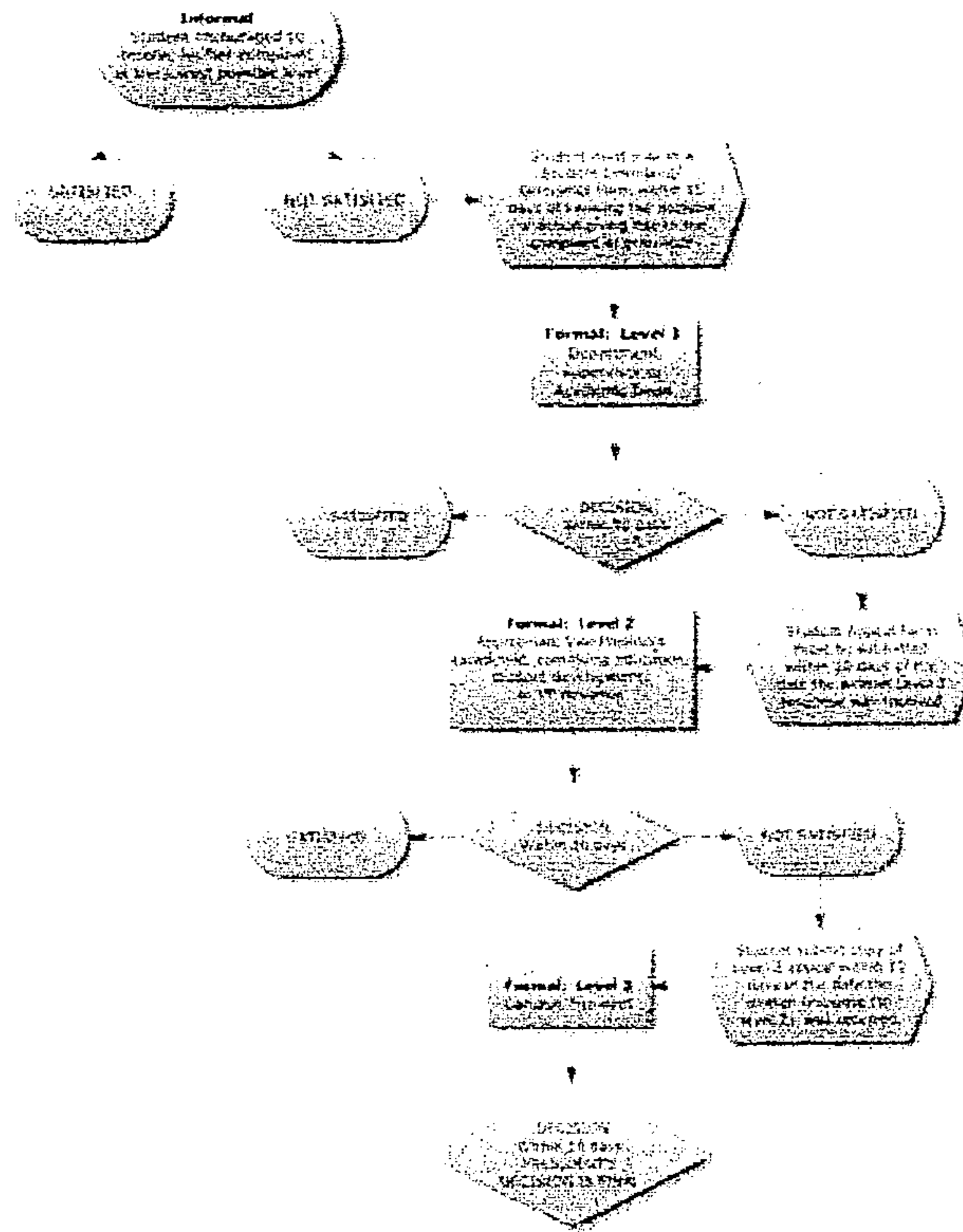
Signature: [REDACTED]

Student

Date: 11-18-11

# Grievance process flow chart and response to incident

(Grievance/Complaint Process does not replace TCC grade, harassment or disciplinary procedures)



For office use only: Action Taken by administrator (Include Level ONE, TWO or other documents):

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Grievance was resolved:  Yes  No

If not resolved, what are the next recommended steps? \_\_\_\_\_

Administrator signature: \_\_\_\_\_

Date: \_\_\_\_\_

Subject : Great Religions of the World - Professor Derengowski

Date : Sat, Nov 19, 2011 07:19 PM CST

From : [REDACTED]

To : SHARON.WETTENGEL@tccd.edu

Letters : Great Religions of the World - Professor... ([REDACTED])

Professor Wettengel,

Thank you for addressing Professor D's class Thursday night. I'm still very disgusted with the handling of this situation by the administration of TCC.

In my original email, I stated my safety was of concern after the class was threatened by [REDACTED] stating "you should be scared". My concern has yet to be addressed by TCC administration. Professor D filed a police report with the Campus Police in regards, not only for his safety, but for the safety of his students. I have been discriminated against. Had I been one of the Muslim students would the concern for my safety been addressed? In the Student Handbook under Illegal and or Disruptive Behavior, Item # 4 addresses students being threatened.

I also stated in my original email the continual, disruptive, behavior displayed by [REDACTED], even after Professor D spoke with him and had to stop class numerous times each class. Page 41 of the Student Handbook addresses this situation. Dean Coan and Dean Munoz were both made aware of this - I'm confused why this student is still allowed to attend the class and the fact this student secretly taped the class. This was pointed out at the beginning of the semester recording the class was not allowed per the Student Handbook.

I also find it utterly disgusting a student can send an email, such as the one [REDACTED] sent to the whole class, defaming Professor D's character and still be allowed to attend class when it is clearly stated this is against the student handbook.



In case you missed [REDACTED] email - below is what was sent to the entire class:

Good morning classmates...

I am e-mailing you all some information that you might find interesting, relating to our World of Religions teacher. After the other day in class, I couldn't help but feel that he was teaching my religion of Islam in such a hatred and bias way... And to my findings, he was.... This man has been teaching our class in his point of view, in the way that he thinks it should be... He is not being informative about religions, but rather creating a religious intolerance. This is a philosophy class, he is supposed to be opening our minds and getting us to understand why other people believe certain things... I'm sure some of you have felt that he does slander other religions' beliefs and speaks ill of some as well. I knew me and [REDACTED] were not crazy speaking up against how he was teaching. It wasn't the information and facts we were debating against so much, he was teaching it all wrong, and taking so many things out of context, focusing on the ugly things instead of teaching the actual religion itself.... I will let you all read what our teacher has written about Islam and Mormonism, the two religions he continues to speak out against in our class. I will not be attending this man's class again, and I will be showing the dean of our school. This is not right at all, and a person shouldn't feel discriminated against or violated in such a way in a learning environment as me and [REDACTED] did that day. By the way... He gave us both zero's on our quizzes we fairly earned 6/6 on that day in class, and an absence because we left a few minutes early... We weren't going to sit there any longer and allow him to slander our beliefs the way he was that day... Enjoy:

CAPRO:

This is his own personal website that he created. It is actually listed on the syllabus also, I'm wondering why they did not check it out before hiring him:  
[http://capro.info/CAPRO%20Home/About\\_CAPRO.html](http://capro.info/CAPRO%20Home/About_CAPRO.html)

Now, on this website, he basically says a lot of the same crap he talks about in class.. He speaks of all the religions and includes sources... Look at the Islamic part of his website.. This shows how he clearly views the religion just by looking at the pictures in the background of the words "ISLAM" with the twin towers and a Muslim child holding a gun... He also refers to this RELIGION as a CULT... along with Atheism, Mormonism, and so on.  
<http://capro.info/Cults/Islam/Islam.html>

To further surprise you... This his own blog he wrote in 2009... The very first article clearly shows his hate for Muslims... I was very shocked and sad to read this:  
<http://worldview.blogtownhall.com/>

Quoted from blog:

"Third, every Muslim should be profiled, and if caught breaking the law" even if it's spitting on the sidewalk" should be deported or executed, depending on the level of offense. If deported that Muslim should be given the strict order "Don't ever come back! You're no longer welcome here!" If executed, then the rest of the Muslim community can thank Allah for the infidel sending the criminal (not martyr) to his reward. At least the rest of humanity won't have to be concerned about him wreaking senseless havoc in this world anymore."

And here's just some other sites I found where he is a very well-known online and others find his way of spreading hate and bigotry:

<http://www.concordmonitor.com/users/murdock>

<http://onlinebigots.blogspot.com/2007/10/bigot-alert-paul-derengowski.html>

And this one, I found very interesting as this guy, Daniel McCallen is writing a whole blog about how Mr. Derengowski was talking online how he teaches his class, and includes the examples of the mock trials he made us do....Does anyone else find this sickening???

<http://danielomcallen.wordpress.com/2009/12/26/religious-bigotry-in-a-university-classroom/>

It's unfortunate Professor D's syllabus was nixed by TCC after it had been approved. The religions he had yet to cover in class are Religions of TODAY'S world. Prior to taking Professor D's class - there are religions he covered in class, from the textbook and his studies I had never heard of before. Our classes were taught based on the information in the TCC approved textbook as well as his personal studies. Our tests comprised of information from the text books and his studies. Had the class been taught strictly from the information in the book - it would have been a very boring class and I would have dropped the class. I also appreciate Professor D having the class participate in two mock trials and two field assignments. The field assignments gave me the opportunity to participate in two church services of religions I never would have. The mock trials were taken from actual events covered in the National News. Both events occurred in Texas. I found nothing sickening about participating in these trials. However, I did find it sickening someone serving in the military, by his religion had the right to kill our service men and women. That, Professor Wettengel, is sickening. I paid no attention to the events in the news. The grades received from the mock trials were tests scores. If a student had an issue with the mock trials they should have discussed this with Professor D prior to participating in them.








cancelled? I understand if the class is cancelled I will need to sign the roll sheet. My employer reimburses me the total cost of books and tuition based on the final grade I receive in this class. Currently I have a 74.5 - my goal is to raise the grade to a B by the end of the semester. However; I see this goal diminishing with each cancelled class. I am **not** happy about this!

Personally, I have found Professor Derengowski's class very informative. I have not felt at any time he is personally attacking any specific religion or persuading me to take to heart what is on his website. I take from the class what I want and leave the rest behind. Professor Derengowski has presented the research he has done based on his studies to correlate with the material in the book chosen (not by him) as the **required** material for his class.

I selected this class based on a few factors - 1) the class is one of the required electives under the Associate of Science - Business; 2) I wanted to learn more about the history and beliefs of other religions in the world and 3) I'm tired of small minded people basing their opinions of others religious beliefs based on what they hear in the media and read in the papers and aren't taking the initiative to research the history and beliefs of the religions.

I would also like to take this opportunity to say the class has been rudely disrupted all semester by one of the students who walked out of class November 8th. Professor Derengowski has stopped class numerous times each Tuesday and Thursday due to the constant disruption from the "back row". Any time a student asks a question they are interrupted as well. I was interrupted by the student during the November 8th class and informed him in my "mother voice" not to interrupt me while I was speaking. Professor Derengowski has spoken with this "group" of people about their constant interruptions. The evening of the November 8th class, I elected to stay 30 minutes after class - based on the outbursts by the two students in the class - I felt my safety was at stake walking to my car. I understand Professor Derengowski had security walk him to his vehicle that evening. Thank you in advance for reading my concerns. I would definitely take another of Professor Derengowski's classes.





**LANIER, BILL**

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**om:** FOX, RUSTY SE Campus SDES  
**Sent:** Friday, December 09, 2011 11:36 AM  
**To:** [REDACTED]  
**Cc:** CORONADO, RICARDO  
**Subject:** RE: Update of progress

[REDACTED]

Your complaint was quite thorough, and you've even included copies of previous discussions with other campus personnel, related to the issue.

In your written complaint you make three distinct accusations:

1. The students [REDACTED] and [REDACTED] violated student handbook policy by continually disturbing class.
2. That Ms. [REDACTED] defamed Professor Derengowski with an email to the class.
3. (Though not mentioned on the complaint form), by copy of emails, an indication that you were concerned for your safety, specifically because of a statement you accuse [REDACTED] of making, when you accuse him of stating to the class, "you should be scared."

You also clarify that the outcome you hope to achieve specifically, is:

- *"That TCC will adhere to their policies set forth in the Student Handbook on the issues I've addressed."*

To consider this matter, I am working with the academic administrators involved, the campus police, and district administration. We are reviewing any/all records of disruptions in the class if any exist, reported by anyone including instructor and/or students. I am working with our Title IX Coordinator and HR personnel to refer the accusation of defamation for their investigation. And though listed last here and not part of your formal complaint, my first actions were to explore the safety issue, beginning by working directly with the police that were involved that night, then reviewing records or reports related, to include any reports of concerns made by instructor or students, if any.

If you sense that I have not read your statements correctly, and that a discussion in person would help to clarify matters, I am willing to schedule an appointment to speak with you, if you like. Is there something you wish to discuss, that was not covered in your written complaint?

---

**From:** [REDACTED]  
**Sent:** Friday, December 09, 2011 11:16 AM  
**To:** FOX, RUSTY SE Campus SDES  
**Cc:** CORONADO, RICARDO  
**Subject:** RE: Update of progress

Mr. Fox

You and I have not spoken on the phone regarding this matter. The only conversation you and I have had on the phone was when you called asking if I still wanted the complaint submitted. That is the ONLY conversation you and I have had. No one has spoken to me over the phone for specifics in this matter.

[REDACTED]

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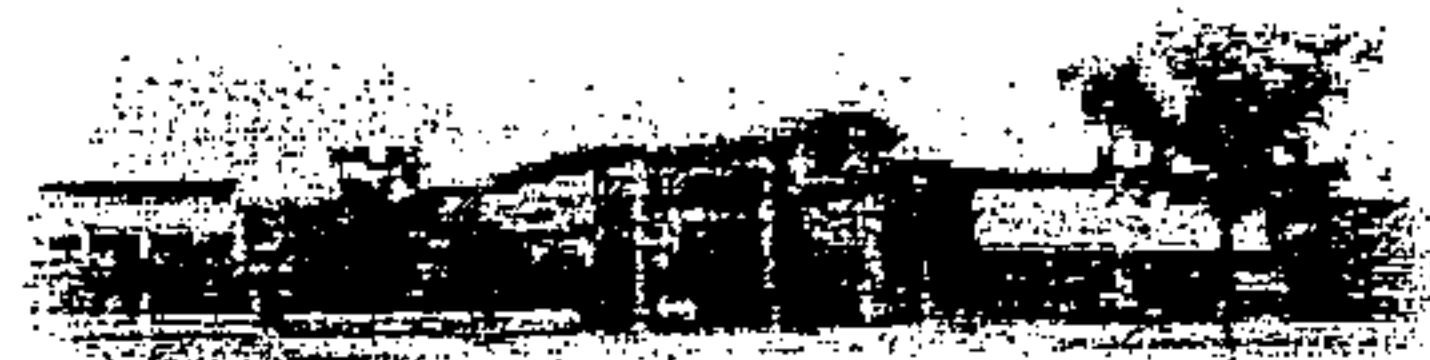
**From:** FOX, RUSTY SE Campus SDES [mailto:RUSTY.FOX@tccd.edu]  
**Sent:** Friday, December 09, 2011 11:13 AM  
**To:** [REDACTED]  
**Cc:** CORONADO, RICARDO  
**Subject:** Update of progress

[REDACTED]

The college wants to make you aware of the status of your complaint. We will respond as soon as practical, but at this time we are still attempting to interview key people involved. Thus, we do not anticipate completing a response to you until we have all of that information. Because this potentially concerns multiple issues and areas of responsibility, your patience and understanding of the complexity of this matter, is appreciated.

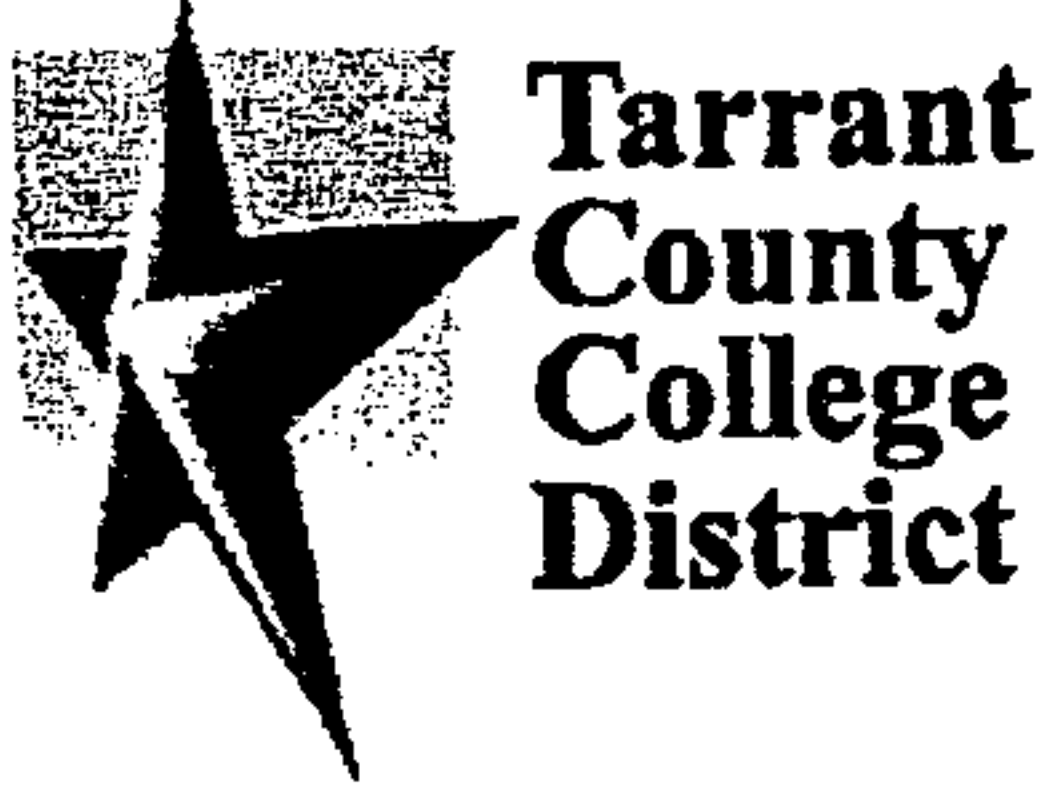
You were thorough in your written complaint, and my assumption is it includes all the details you wanted considered. Additionally, I believe we've spoken about the matter by phone. However, if you still feel the need to review your complaint in person, simply call my administrative assistant at 817.515.3015, and she'll set us an appointment for early next week.

**Rusty Fox**  
**Vice-President for Student Development Services**



**Tarrant County College Southeast Campus**  
**2100 Southeast Parkway**  
**Arlington, TX 76018**  
**817.515.3015**  
**817.515.3177 FAX**  
**Rusty.Fox@tccd.edu**





## Student Complaint/Grievance Form

**Instructions:** A grievance is an educational or personal issue or condition that a student believes to be unfair, inequitable, discriminatory, or a hindrance to his/her education. Students who have a complaint or grievance about their Tarrant County College experience should complete this form and submit it to the campus department where complaint originated. Students should allow 10 business days to receive a written response to their complaint or grievance.

Student Information	
Student Name: [REDACTED]	
Address: [REDACTED]	City/State/Zip: [REDACTED]
Student ID#: [REDACTED]	Semester & Year: Fall 2011
Home Phone Number: [REDACTED]	Work Phone Number: [REDACTED]
Cell Phone Number: [REDACTED]	Email Address: [REDACTED]n
Complaint/Grievance Information	
<i>Retaliation against an individual filing a grievance is strictly prohibited and constitutes a violation of college policy which may result in disciplinary action, including dismissal/expulsion.</i>	
Name of individual and/or department against whom the complaint/grievance is filed: [REDACTED] and [REDACTED] - students in <u>2011FL-PHIL-1304-41244</u>	
Describe your complaint/grievance in detail. Include date/s of occurrence (be as specific as possible). Attach additional sheets, if necessary, along with any documentation that will help describe and substantiate the complaint. Are there any witnesses who should be interviewed? If yes, list names and contact information.  The Student Handbook has policies on both students continually disturbing a class and e-mails relating to defamation related to a person. Please see the e-mails attached to this form. This box isn't big enough for the information.	
Students are encouraged to discuss their concerns and complaints through informal conferences with the appropriate instructor or campus administrator. Have you made an attempt to resolve this complaint or grievance with the individual and/or department involved? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes, describe the outcome: (Attach any additional comments, if necessary)  Emails have been sent to Dean Coan, Dean Munez and Sharon Wettengel	
What outcome do you hope to achieve after talking to the appropriate college official(s)? Attach additional sheets, if necessary.  That TCC will adhere to their policies set forth in the Student Handbook on the issues I've addressed.	

I understand that information contained in the grievance form will be held confidential to the extent possible. Grievance information may be shared with college officials in order to conduct a thorough investigation. I hereby declare that the information on this form is true, correct and complete to the best of my knowledge. I understand that any misrepresentation of information may result in disciplinary actions, in accordance with college disciplinary policies.

Signature: [REDACTED]

Student

Date: 11-21-11



Subject : Great Religions of the World - Professor Derengowski

Date : Sat, Nov 19, 2011 07:19 PM CST

From :

To : SHARON.WETTENGEL@tccd.edu

Letters : Great Religions of the World - Professor... (Sat, Nov 19, 2011 07:17 PM CST)

Professor Wettengel,

Thank you for addressing Professor D's class Thursday night. I'm still very disgusted with the handling of this situation by the administration of TCC.

In my original email, I stated my safety was of concern after the class was threatened by [REDACTED] stating "you should be scared". My concern has yet to be addressed by TCC administration. Professor D filed a police report with the Campus Police in regards, not only for his safety, but for the safety of his students. I have been discriminated against. Had I been one of the Muslim students would the concern for my safety been addressed? In the Student Handbook under Illegal and or Disruptive Behavior, Item # 4 addresses students being threatened.

I also stated in my original email the continual, disruptive, behavior displayed by [REDACTED], even after Professor D spoke with him and had to stop class numerous times each class. Page 41 of the Student Handbook addresses this situation. Dean Coan and Dean Munoz were both made aware of this - I'm confused why this student is still allowed to attend the class. And the fact this student secretly taped the class. This was pointed out at the beginning of the semester recording the class was not allowed per the Student Handbook.

I also find it utterly disgusting a student can send an email, such as the one [REDACTED] sent to the whole class, defaming Professor D's character and still be allowed to attend class when it is clearly stated this is against the student handbook.

## LANIER, BILL

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**From:** FOX, RUSTY SE Campus SDES  
**Sent:** Friday, December 09, 2011 12:36 PM  
**To:** [REDACTED]  
**Cc:** CORONADO, RICARDO  
**Subject:** RE: Update of progress

Should you wish to meet, my office is open 8a-5p. And I will agree to stay until 6p, if that's of use to you. If you will call my administrative assistant, 817.515.3015 she will schedule an appointment for you. Please understand that we will need to coordinate any meeting with you, my office and our district office. I will be out of the office Thursday and Friday of next week.

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**From:** [REDACTED]  
**Sent:** Friday, December 09, 2011 12:05 PM  
**To:** FOX, RUSTY SE Campus SDES  
**Cc:** CORONADO, RICARDO  
**Subject:** RE: Update of progress

Mr. Fox,

As I stated on the complaint form, the complaint box wasn't big enough to hold the information and the emails were attached.

Item 1 – Student [REDACTED] is the student continually disturbing the class – not [REDACTED]. In the email dated November 19, attached to the complaint form – the 3<sup>rd</sup> paragraph states “I also stated in my original email the continual, disruptive, behavior displayed by [REDACTED], even after Professor D spoke with him and had to stop class numerous times each class. Page 41 of the Student Handbook addresses this situation. Dean Coan and Dean Munoz were both made aware of this - I'm confused why this student is still allowed to attend the class and the fact this student secretly taped the class. This was pointed out at the beginning of the semester recording the class was not allowed per the Student Handbook.

Item 2 – A copy of the email [REDACTED] sent to the entire class was attached to the complaint form.

Item 3 - Also stated in the email dated November 19<sup>th</sup>, sent to Professor Wettengel, the 2<sup>nd</sup> paragraph states “my safety was of concern after the class was threatened by [REDACTED] stating “you should be scared”. My concern has yet to be addressed by TCC administration. Professor D filed a police report with the Campus Police in regards, not only for his safety, but for the safety of his students. I have been discriminated against. Had I been one of the Muslim students would the concern for my safety been addressed? In the Student Handbook under Illegal and or disruptive behavior, Item # 4 addresses students being threatened. “

As you may be aware – I was interviewed by the editor of The Collegian. After reading the second article on Professor D – I sent an email to [REDACTED] outlining the lies stated by [REDACTED] and [REDACTED] in the article (included below):

[REDACTED]



I read the newest article on Professor Derengowski last night. The Collegian has done the best job reporting the information. However, I was a little irritated with the information given by the Muslim students.

1. The first lie in the article "A lot of people said 'terrorist,' and '9/11' and all that," she said. [REDACTED] - One mention was made of the American hostages Iran took in 1979 and no one said 9/11. There were may have been five comments made - I don't consider that "a lot".
2. "We did not threaten the teacher, nor did we cause any disruption," she said. "We were rightfully debating the information he was giving." Really - then why did the male Muslim student say "You should be scared" as he abruptly left the classroom. And if no disruption were created why did half the class stay afterwards to discuss the disruption?
3. Another lie told by the female Muslim student - "Do employers not research people's personal Facebook pages when looking to hire them? Did TCC not do the same with a professor who is trusted to touch such sensitive subjects with a proper and respective manner?" Professor Whettengel stated the night she addressed the class that "yes a background check was done on Professor Derengowski".
4. Another lie told by the female student - Derengowski didn't use the textbook to make the Islam lesson, the female Muslim student said. - I have information highlighted in the text book Professor D gave us during the class as well as notes he gave us on the history of the book.

The professor that took over the class has stated "this textbook is biased". Thanks for letting me share this information with you.

As you stated below - this information was sent to Dean Munoz and Dean Coan - copies of those emails dated November 17, were also attached to the complaint form. I know other students in the class have completed and submitted complaints to you as well regarding this situation. I will be at TCC Tuesday at 5:30 taking the final for Professor D's class. I can meet with you after that.

Thank you,  
[REDACTED]

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**From:** FOX, RUSTY SE Campus SDES [mailto:RUSTY.FOX@tccd.edu]

**Sent:** Friday, December 09, 2011 11:36 AM

**To:** [REDACTED]

**Cc:** CORONADO, RICARDO

**Subject:** RE: Update of progress

[REDACTED]:

Your complaint was quite thorough, and you've even included copies of previous discussions with other campus personnel, related to the issue.

In your written complaint you make three distinct accusations:

1. The students [REDACTED] and [REDACTED] violated student handbook policy by continually disturbing class.



2. That [REDACTED] defamed Professor Derengowski with an email to the class.
3. (Though not mentioned on the complaint form), by copy of emails, an indication that you were concerned for your safety, specifically because of a statement you accuse [REDACTED] of making, when you accuse him of stating to the class, "you should be scared."

You also clarify that the outcome you hope to achieve specifically, is:

- *"That TCC will adhere to their policies set forth in the Student Handbook on the issues I've addressed."*

To consider this matter, I am working with the academic administrators involved, the campus police, and district administration. We are reviewing any/all records of disruptions in the class if any exist, reported by anyone including instructor and/or students. I am working with our Title IX Coordinator and HR personnel to refer the accusation of defamation for their investigation. And though listed last here and not part of your formal complaint, my first actions were to explore the safety issue, beginning by working directly with the police that were involved that night, then reviewing records or reports related, to include any reports of concerns made by instructor or students, if any.

If you sense that I have not read your statements correctly, and that a discussion in person would help to clarify matters, I am willing to schedule an appointment to speak with you, if you like. Is there something you wish to discuss, that was not covered in your written complaint?

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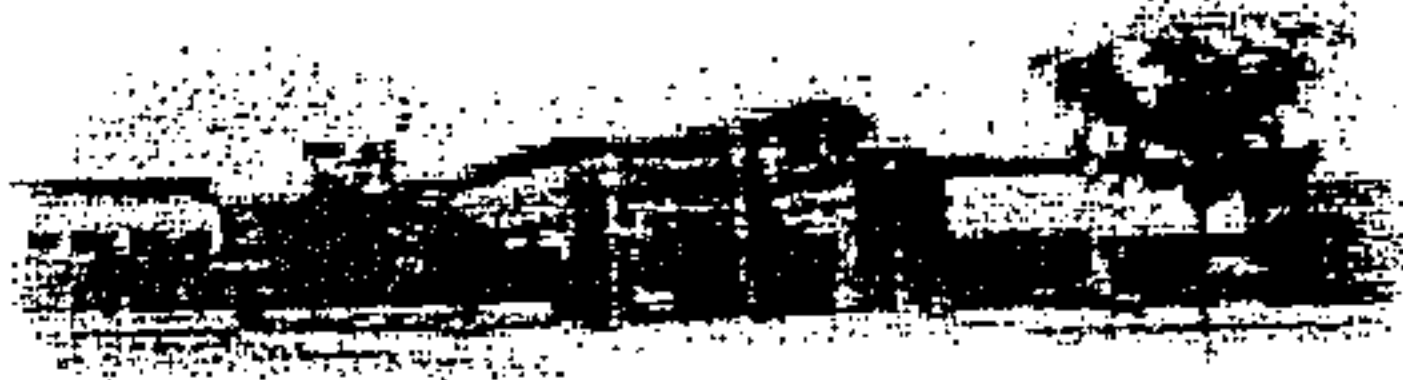
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You were thorough in your written complaint, and my assumption is it includes all the details you wanted considered. Additionally, I believe we've spoken about the matter by phone. However, if you still feel the need to review your complaint in person, simply call my administrative assistant at 817.515.3015, and she'll set us an appointment for early next week.

***Rusty Fox***  
***Vice-President for Student Development Services***



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**LANIER, BILL**

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**From:** FOX, RUSTY SE Campus SDES  
**Sent:** Friday, December 09, 2011 11:13 AM  
**To:** [REDACTED]  
**Cc:** CORONADO, RICARDO  
**Subject:** Update of progress

[REDACTED]:

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***Vice-President for Student Development Services***



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