

REVISED DEMANDS AND REQUIREMENTS for the FIRST ZEN INSTITUTE of AMERICA, INC., FOLLOWING REPORTS of SEXUAL MISCONDUCT and HARASSMENT

Version 3.0 | Effective Date: October 10, 2026
(Supersedes Versions 1.0 and 2.0 distributed via email)

I. EX-PRESIDENT AND BOARD ACCOUNTABILITY

1. Require full dissociation of the ex-president from FZI, including removal from all governance, advisory, or honorary roles; termination of employment/contractual relationships; revocation of residency privileges and premises access; and prohibition from any representation or participation in organizational activities.
2. Require dissociation and removal of any board member, current or former, found complicit in misconduct, its concealment, or the failure to impose accountability.
3. Preserve all organizational and current and former board personal records (potentially relevant to the misconduct), including the immediate cessation of any destruction, alteration, scrubbing, or concealment of digital communications, social media content, financial documents, and governance records.

II. ORGANIZATIONAL GOVERNANCE AND TRANSPARENCY

4. Modernize the code of ethical conduct to include written grievance procedures, independent review, and transparent accountability.
5. Require mandatory ethical conduct training for all existing and incoming board members, codified in bylaws and certified by an independent authority specializing in clergy misconduct (e.g., FaithTrust Institute).
6. Post the institute bylaws on the principal website in an easily accessible format, alongside top-level menu visible pages on every page for: (a) a summary account of recent sexual misconduct and actions taken; (b) a dedicated sexual harassment, abuse, and misconduct page; (c) an ethical guidelines page; and (d) a grievance procedures page, each documenting the third-party agency that vetted the policy. The formal ethics statement clarifying FZI's policy on sexual harassment, sexual misconduct, and grievance procedures must be published directly as plain HTML on these primary web pages, rather than solely as a downloadable PDF.

III. INDEPENDENT OVERSIGHT AND REVIEW

7. Initiate an independent review of the ex-president's continued board service and residence privileges, the scope of alleged misconduct, and any additional unreported accounts.
8. Request an independent, confidential call for additional accounts managed by an outside authority with strict guarantees of no retaliation and no requirement for public participation.
9. Impose multi-year outside scrutiny and auditing of governance reforms and corrective actions, requiring quarterly written progress reports to an independent monitor and regulatory bodies.
10. Conduct an independent financial review to investigate potential undisclosed benefits, inurements, rental subsidies, excess perks, or improper fund disbursements given to the ex-president or board members, while verifying compliance with New York State non-profit financial requirements.

IV. FINANCIAL, LEGAL, AND PREMISES COMPLIANCE

11. Request clarification and review of the FZI's legal authority to operate, solicit memberships, collect rental income, and manage investment vehicles under New York State Division of Corporations and AG Charities Bureau regulations, ensuring all findings are permanently documented for pattern recognition and community safety.
12. Cease the formal or informal disposition of cremated human remains on the premises, bring all past and future handling into municipal regulatory compliance, and prohibit future depositions on-site out of respect to victims, the neighborhood, and the environment.

V. OPERATIONS, VICTIM PROTECTION, AND LINEAGE STATEMENT

13. FZI must cease all public-facing invitations, event listings, promotional activities, guest intake operations, and public activities of any kind until allegations are resolved and all listed demands are accomplished.
14. The ex-president's suite (located directly above the zendo) must be left empty and remain fallow for a minimum period of one year out of respect for the victims.

(a) Post-Fallow Conversion: Following the conclusion of the one-year fallow period, the former ex-president's suite shall be permanently converted into a women-only, double- or triple-occupancy residence. The room configuration shall consist solely of two or three single beds with equal-space partitions.

(b) Memorial Plaque: A professionally crafted plaque shall be permanently affixed in a conspicuous location outside or within the suite. The plaque shall memorialize the suite as a dedicated shelter for women, created in restitution following the sexual abuse that occurred on the premises, and dedicated to all women who have suffered such abuse globally.

15. Victims must be financially compensated in accordance with standard institutional negligence protocols.
16. FZI must issue a clear, prominent public statement that erotic, tantric, and sexual conduct is not a special or secret teaching within its lineage or practice. This statement must be integrated directly in plain HTML onto the website's dedicated sexual harassment and misconduct page, prominently posted on-site, and included in all printed organizational matter available to the public to prevent future spiritual predation under the guise of esoteric transmission.

VI. PUBLIC DISCLOSURE AND APOLOGIES

17. Compel public disclosure of governance failures through visible on-site notices and homepage warnings, posted for a minimum of five years or until compliance milestones are met, paired with a formal board statement of corrective measures and a written, unconditional public apology from the ex-president reviewed by an independent authority.

VII. REPORTING CHANNELS AND VERIFIABLE COMMUNICATION

18. **Verifiable Communication & External Reporting Channel:** FZI must establish and publicly display an independent, confidential reporting channel managed by an outside authority with strict anti-retaliation protections. To ensure public transparency and verifiable accountability, the organization and anyone acting on its behalf must also transmit written responses, compliance updates, and corrective action plans directly to report@zen-records.org — a secure intake channel for disclosures, witness accounts, and official documentation that shall remain operational for a minimum period of five years. Failure or refusal to include this channel will be recorded accordingly.

Revision Note (v3.0): The intake channel email address in Item 18 was updated from report-intake@protonmail.me to report@zen-records.org (effective September 2, 2026).

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