



## Bryan Tipton: Formal Whistleblower Complaint – Misrepresentation and Governance Concerns at Campus Pride

1 message



To: lee.robertson@rlrobertson.com



March 27, 2026

Lee Robertson  
Robertson & Associates  
2730 East W.T. Harris Blvd, Suite 101  
Charlotte, NC 28213

Dear Mr. Robertson,

As you serve as legal counsel for Campus Pride, I am writing, in accordance with the Campus Pride Employee Protection Whistleblower Policy, to formally document a concern based on information shared with me during my last two-year tenure as the sole part-time employee of Campus Pride.

I am submitting this to be on record with you regarding my complaint for any potential future legal purposes. I believe it is my responsibility to document what could constitute a legal concern involving the organization and individuals connected to it.

The Whistleblower Policy states, in part, that Campus Pride will not retaliate against employees who disclose information they reasonably believe may violate law, policy, or established standards related to organizational integrity and accountability.

As you are aware, my final day with Campus Pride was in December 2025. I chose to wait until now to formally document this concern so I could do so without worry for immediate workplace repercussions. At the time these events occurred, I was also concerned about potential negative consequences, including the risk of losing my position, which contributed to my decision not to report these matters earlier.

During the year preceding Shane Windmeyer's departure, I observed significant deficiencies in Board engagement, including limited participation in meetings, minimal involvement in fundraising activities, and a lack of consistent executive leadership. For a substantial portion of that period, there were only two active Board members, which placed substantial operational responsibility solely on Founder and Executive Director Shane Windmeyer. This was in addition to managing expanded online programming developed during COVID-19, leading the return of the organization's largest program, Camp Pride, and overseeing ongoing volunteer coordination, contract staffing, and fundraising efforts. The transition away from an in-person office due to COVID-19, along with the loss of bookkeeping support, further contributed to limited day-to-day staffing and operational capacity.

Following the departure of founder and Executive Director Shane Windmeyer in December 2023, Board Chair Candis Cox and Vice Chair Christopher Bylone served as my direct supervisors. At that time, both, along with most of the Board (four of six members), had been newly appointed within the prior 45 days by Shane Windmeyer. I communicated with the Board Chair and Vice Chair through periodic phone check-ins, as well as email, in my role as a part-time administrator.

During a phone call in March 2024, Candis Cox stated, without prompting and unrelated to my work responsibilities, that she was the individual who leaked the confidential employee termination agreement of Shane Windmeyer. This was communicated in a manner that I perceived as casual and boastful. I was alarmed and unsure how to respond.

This statement also conflicted with public reporting from QNotes, which stated the document had been anonymously dropped off in an envelope and found on the front counter. Candis Cox further shared with me that she personally met with QNotes Publisher Jim Yarbrough and provided the confidential document directly to him, stating that the reported “drop off” account was not true.

I did not understand why this information was shared with me in my role as an employee or what purpose it served. If accurate, such actions would be in direct conflict with the Shane Windmeyer employee agreement, as reflected in public reporting, and may constitute violations related to confidentiality, governance, and defamation.

I found this admission to be highly unprofessional and inappropriate. It placed me in a difficult and uncomfortable position, particularly given her role as my direct supervisor. I was concerned about potential retaliation if I disclosed the conversation and, as a result, chose not to report it at the time.

Separately, I am aware that the North Carolina Industrial Commission contacted Campus Pride in early November 2023 regarding workers’ compensation and to verify the number of full-time employees. At that time, Shane Windmeyer was not part of communications per Board direction. I relayed these inquiries to Board Chair Candis Cox and offered to respond with accurate staffing and payroll information. Candis Cox stated she would handle the matter.

After the confidential employment document was leaked, I later read in the news that Shane Windmeyer faced fraud charges related to failure to provide workers’ compensation coverage. Based on my understanding of North Carolina law, and prior Board discussions in 2022 on this matter, workers’ compensation coverage is required only when there are two or more full-time employees. It is my understanding that these fraud charges were ultimately dismissed on that basis, though they were still reported in the news.

I share this as the sole part-time employee because it reflects a broader pattern in the Board leadership’s actions and intentions regarding the leak and related matters. This raises concerns about whether inaccurate information may have been provided to the Commission by Board Chair Candis Cox, resulting in potential reputational harm to Shane Windmeyer.

Taken together, these experiences and observations contributed to my concern that these issues may reflect broader patterns in governance, communication, and decision-making during this period.

I have worked with Shane Windmeyer since 2017, when he first engaged me on a contract basis with Campus Pride. I later became an employee during/after COVID-19, during a period when he went unpaid for approximately 9–11 months and continued to volunteer his time. He consistently prioritized ensuring others, including staff, were paid first. I have made every effort to keep my work with Campus Pride separate from anything personal, and I remain committed to the organization’s well-being.

This commitment is a key reason I remained in my role over the past two years. I was repeatedly advised by the new Board leadership that the organization was pursuing a merger with another organization, which was later identified as The Point Foundation. The year prior to his departure, Shane had also shared with me that he was in early conversations with The Point Foundation CEO, Jorge Valencia, regarding a potential merger. I chose to remain in my role because I wanted to support a successful transition. However, after two years, the Board leadership was unable to secure that merger.

I am also deeply concerned that during the last two years after Shane Windmeyer’s departure, the organization and its board leadership did not maintain any regular operations. The website and social media were not updated, there was no apparent outreach, advocacy, or communication with volunteers, and no programs or services were actively conducted.

My primary responsibility in my part-time role was collecting funds from colleges and ensuring their inclusion on the Campus Pride Index. Despite the apparent lack of programming or services, funds continued to be collected. On multiple occasions, I was instructed by Vice Chair Christopher Bylone to continue accepting funds from colleges for the Campus Pride Index during a period when the organization’s future operations appeared uncertain. I was informed that The Point Foundation would assume responsibility for those funds; however, that arrangement did not materialize. When I asked whether colleges would be refunded for membership dues collected during this period, I was told they would not, and that collections should continue.

I also recently became aware of the sale of a Campus Pride-related domain assets (<http://CampusPrideIndex.org> \$76,000 and <http://CampusPride.org> \$47,500). I

do not have full visibility into how those funds were allocated, which raises additional questions regarding financial oversight and stewardship.

Given these circumstances, I share this as part of my responsibility, as the sole part-time employee, to document concerns that may have legal implications for the future. Please know that I would have raised these concerns internally at the time; however, the individuals involved were also serving in leadership and supervisory roles and were the subject of this complaint.

I am also submitting this complaint in light of recent public comments made by Vice Chair Christopher Bylone in a Campus Pride alumni Facebook group that I believe warrant clarification. When I attempted to respond to the comments, I received a private text message from him on my personal cell phone, which I have retained for legal purposes, and the message told me I was not telling the truth and that I had a nondisclosure agreement in connection with my employment, which I am not aware of and do not believe exists. My responses to his comments were subsequently removed by him and he left the alumni group. These actions raise concerns regarding the accuracy of those statements and whether his role was used to limit or discourage disclosure, and contributed to my decision to formally document this matter.

I remain uncertain about the future of Campus Pride, or whether a viable path forward currently exists. It is concerning that, over the past two years, the Board leadership did not engage the dedicated volunteers who were instrumental in building and sustaining the organization under Shane Windmeyer's leadership.

I am providing this information based on my direct observations, communications, and responsibilities in my role, and to the best of my knowledge and recollection.

Given these circumstances, I believe it is important to formally document this matter to ensure there is a clear and accurate record. This disclosure is made in good faith and in alignment with my understanding of Campus Pride's Whistleblower Protections.

Thank you for your time and attention to this matter.

Sincerely,

BC. Tipton

