

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:	)	
Denir Djozic	)	Docket No. 2025-99
License No. 026.0133298	)	

ORDER TO REMOVE CONDITIONS

The Vermont Board of Nursing has considered Respondent's request for Removal of Conditions imposed pursuant to a Stipulation and Consent order under Docket Number 2025-99. Respondent has met the conditions. After review of the compliance file, the State does not object to the removal of all conditions.

Therefore it is ORDERED that all conditions on Respondent's license are hereby removed as of the date of this Order.

DATED this _____ day of 3/10/2026, 2026.

By: Signed by:
William James Floyd III
3B82E78300124BE...
Chairperson
Vermont Board of Nursing

STATE OF VERMONT



Prosecuting Attorney
Office of
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89 Main Street
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STATE'S RESPONSE TO REQUEST TO REMOVE CONDITIONS

After reviewing the compliance file, the State has no objection to Respondent's request to remove all conditions on his license. Filed contemporaneously with this response is a proposed Order should the Board decide to grant Respondent's request.

DATED at Montpelier, Vermont this 17th day of February, 2026.

STATE OF VERMONT
SECRETARY OF STATE

By: *George Hasselback*
George Lloyd Hasselback
Prosecuting Attorney
(802)828-0350
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STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont by and through the undersigned and Respondent by and through his attorney of record who hereby stipulation and agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by Registered Nurses (“RAs”) pursuant to 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the “ARBN”); and the Rules of the Office of Professional Regulation (“OPR”).

Statement of Facts

2. Denir Djozic (“Respondent”) of Colchester, VT, holds a license to practice as an RN under license number 026.0133298. This license was originally issued on September 7, 2017, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as an RN at a hospital located in Burlington, VT (“the Facility”).
4. On or about November 2, 2023, Respondent accessed and examined the electronic medical records of a patient of the Facility, identified as “Patient 1”, without any legitimate, medically related reason for doing so.
5. On four separate occasions, on or about November 2, 2023, Respondent accessed and examined the electronic medical records of a patient of the Facility, identified as “Patient 2”, without any legitimate, medically related reason for doing so.
6. On five separate occasions, On or about November 3, 2023, Respondent accessed and examined the electronic medical records of a patient of the Facility, identified as “Patient 2”, without any legitimate, medically related reason for doing so.

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7. On three occasions, on or about February 8, 2024, Respondent accessed the electronic medical records of a patient of the Facility, identified as “Patient 3”, without any legitimate, medically related reason for doing so.
8. On or about February 21, 2024, the Facility terminated Respondent's employment due to inappropriately accessing these patient medical records
9. Subsequently, Respondent admitted to “accessing patient information/records without a valid business-related reason” in a written statement to OPR investigators.
10. In that same written statement, Respondent admitted that his actions “violated the fundamental principles of patient privacy.”
11. The Respondent did not use any personal health information that he accessed for personal gain or for the gain of third parties and his actions did not stem from malice or ill intent, but rather a lapse in professional judgment.
12. The Respondent did not share the accessed personal health information with anyone else and patient care was not in any way impacted by the Respondent’s actions.

Violation One: 3 V.S.A. §129a(a)(3) Failing to comply with provisions of federal or State statutes or rules governing the practice of the profession.

13. Paragraphs 2 through 12 are incorporated herein.
14. Respondent is required to comply with provisions of federal or State statutes or rules governing the practice of the profession.
15. The Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) is a federal law which states that a covered entity may not use or disclose a patient’s protected health information for a purpose other than treatment, payment, or health care operations of the Facility, except when the individual authorizes or as law requires. *See* 45 C.F.R. § 164.502; 18 V.S.A. § 1881(the Vermont Statute incorporating HIPAA protections).
16. A “covered entity” would include Respondent in his capacity as a health care provider working at the Facility. *See* 45 C.F.R. § 160.103.
17. The definition of “use” includes “examination” of individually identifiable health information. *See id.*
18. Paragraphs 2 through 12 demonstrate that Respondent violated 45 C.F.R. §164.502 and 18 V.S.A. §1881 by accessing and examining the confidential medical records of Patients 1, 2, and 3 without any legitimate reason for doing to.
19. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(3).

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Violation Two: 3 V.S.A. §129a(a)(15) Failing to exercise independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.

20. Paragraphs 2 through 12 are incorporated herein.
21. As an RN, Respondent is required to exercise his own independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.
22. Paragraphs 2 through 12 demonstrate that Respondent failed to exercise independent professional judgment by accessing and examining the confidential medical records of Patients 1, 2, and 3 without any legitimate reason for doing to.
23. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(15).

Understandings

1. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
2. Respondent understands that the Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
3. Respondent specifically waives any claim that any disclosures made to the Board during review of this agreement have prejudiced Respondent's right to a fair and impartial hearing if this agreement is not accepted and proceeds to a hearing on the merits before the same Board.
4. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
5. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
6. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
7. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.

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8. Respondent understands that they are responsible for all compliance costs associated with this Stipulation and Consent Order.
9. Respondent agrees the Board may enter the Order set forth below.

ORDER

Based on the Stipulation above, it is **ORDERED AND ADJUDGED** as follows:

- A. The Board of Nursing hereby **WARNS** Respondent's license.
- B. The Board hereby **ASSESSES AN ADMINISTRATIVE PENALTY IN THE AMOUNT OF ONE THOUSAND, DOLLARS (\$1,000.00)]** against Respondent. This penalty is to be paid within ninety (90) days of the date of entry of this Order.
- C. The Board hereby **CONDITIONS** Respondent's license **commencing on the date of entry**. The **CONDITIONS** shall be as follows:

1. Required Coursework. Respondent shall, at his own expense and within ninety (90) days of the date of entry of this Stipulation and Consent Order, successfully complete (i.e., receive a passing score, if applicable) ten (10) hours of pre-approved coursework on standards of practice regarding patient privacy and/or medical record confidentiality. The coursework must be pre-approved by the Enforcement Case Manager.

Respondent shall submit the certificates of completion, completed assignment book(s) and quiz results, if applicable, to the Enforcement Case Manager. Failure to satisfactorily complete the courses within the prescribed timeframe shall constitute a violation of this Order. The coursework may not be counted toward any continuing education requirement of licensure.

- D. Notwithstanding any provision above, the Respondent must continue to meet all requirements for maintaining a license, license renewal and license reinstatement.
- E. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a).
- F. This Stipulation and Consent Order applies to all licenses this Board issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(I).
- G. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

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AGREED TO:

Dated: 12-19-2025

STATE OF VERMONT
SECRETARY OF STATE

By: George Hasselback
George Hasselback
Prosecuting Attorney

Dated: 12/18/2025

RESPONDENT

By: Denir Djozic

APPROVED AS TO FORM:

Dated: 12/18/25

COUNSEL FOR RESPONDENT

By: Ed Adrian

APPROVED AND SO ORDERED:

Dated: 1/12/2026

VERMONT BOARD OF NURSING

By: Signed by: William James Floyd III
3B82E78300124BE...
Chairperson

Date of Entry: 1/13/2026

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SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Denir Djozic:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by Registered Nurses (“RAs”) pursuant to 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the “ARBN”); and the Rules of the Office of Professional Regulation (“OPR”).

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5. On or about November 2, 2023, Respondent accessed and examined the electronic medical records of a patient of the Facility, identified as “Patient 1”, without any legitimate, medically related reason for doing so.
6. On four separate occasions, on or about November 2, 2023, Respondent accessed and examined the electronic medical records of a patient of the Facility, identified as “Patient 2”, without any legitimate, medically related reason for doing so.
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8. On three occasions, on or about February 8, 2024, Respondent accessed the electronic medical records of a patient of the Facility, identified as “Patient 3”, without any legitimate, medically related reason for doing so.
9. On or about February 21, 2024, the Facility terminated Respondent’s employment due in part to the numerous times he inappropriately accessed patient medical records.
10. Subsequently, Respondent admitted to “accessing patient information/records without a valid business-related reason” in a written statement to OPR investigators.
11. In that same written statement, Respondent admitted that his actions “violated the fundamental principles of patient privacy.”

Violation One: 3 V.S.A. §129a(a)(3) Failing to comply with provisions of federal or State statutes or rules governing the practice of the profession.

12. The State re-alleges and incorporates Paragraphs 2 through 11 above.
13. Respondent is required to comply with provisions of federal or State statutes or rules governing the practice of the profession.
14. The Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) is a federal law which states that a covered entity may not use or disclose a patient’s protected health information for a purpose other than treatment, payment, or health care operations of the Facility, except when the individual authorizes or as law requires. *See* 45 C.F.R. § 164.502; 18 V.S.A. § 1881(the Vermont Statute incorporating HIPAA protections).
15. A “covered entity” would include Respondent in his capacity as a health care provider working at the Facility. *See* 45 C.F.R. § 160.103.
16. The definition of “use” includes “examination” of individually identifiable health information. *See id.*
17. Paragraphs 2 through 11 demonstrate that Respondent violated 45 C.F.R. §164.502 and 18 V.S.A. §1881 by accessing and examining the confidential medical records of Patients 1, 2, and 3 without any legitimate reason for doing to.
18. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(3).

Violation Two: 3 V.S.A. §129a(a)(15) Failing to exercise independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.

19. The State re-alleges and incorporates Paragraphs 2 through 11 above.

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20. As an RN, Respondent is required to exercise his own independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.
21. Paragraphs 2 through 11 demonstrate that Respondent failed to exercise independent professional judgment by accessing and examining the confidential medical records of Patients 1, 2, and 3 without any legitimate reason for doing to.
22. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(15).

Relief Requested

WHEREFORE, the license of Respondent should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 18th day of June, 2025.

STATE OF VERMONT
SECRETARY OF STATE

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