

ension - Dora Kostakopoulou's malicious and false allegations
Yahoo/Sent

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To:Christine Ennew,Andy Lavender,Theodora

Kostakopoulou,a.sanders@warwick.ac.uk,Rachel.Sandby-Thomas@warwick.ac.uk

16 Jan at 18:13

Dear Professor Ennew,

While a formal grievance was submitted against you and Professor Sanders to the Council of the University on Monday 6 January and given that I have received no response to my letter dated 10 January concerning the previous false allegations, at 1.10 today I was ordered to leave my office by Professor Nudds and an HR adviser. They interrupted a meeting I had with one of my supervisees and delivered by hand your suspension letter.

This is a clear and unlawful act of re-victimisation in breach of the University's procedures. Once again, there was no complaint attached to the letter and no evidence supporting the new 'bogus' allegations.

I now write to ask you to provide within the next 24 hours in the light of the health and safety requirements and the severity of your reprisal the following:

- 1) Who made the new allegations and when?
- 2) To provide me with a copy of the eponymous complaint
- 3) To explain how I attempted to influence witnesses (- and why I am not allowed to select my witnesses) and how I made an effort to undermine the ongoing investigation into the fulfilment of your duties (- you have not hitherto even clarified which duty I am not fulfilling)
- 4) To furnish written evidence supporting the above allegation
- 5) To explain in what way I 'harassed and displayed threatening and intimidating behaviour towards students', who wrote this and provide the supporting evidence of harassment and threatening and intimidating behaviour
- 6) To provide the written complaint of the allegedly 'harassed and threatened person' with his//her signature.
- 7) To explain what steps you took to verify any such allegation before ordering the suspension
- 8) To explain why you overlooked my right to be heard before ordering such a negative action
- 8) To explain how your action meets the ACAS requirements on suspensions, fundamental rights, EU law and the Charter of EU Fundamental Rights, the ECHR and the Simms principle of legality which requires that a person must to be heard before any negative act or action is taken against him or her.

I would be grateful if you would ensure that the above required information which is in line with requirements of due process, natural justice, - this is part of our contractual duties, and the duty you have to refrain from victimisation (that is, your duty towards me and your duty under the public sector equality duties), reach me by email within 24 hours.

This email will accompany my second formal grievance to the Council of the University of Warwick tomorrow morning.

In addition, given the enormous reputational harm, emotional distress and almost certain economic loss of your negative action, I hereby make a formal request to the University and to Professor

Sanders to forward to me every written communication he or the Law School or the University sends to every single student, supervisee, client, tutee, external stakeholder and colleague explaining my absence and my inability to communicate with them and to perform my duties. This is a formal request under the Data Protection Act 2018 and the GDPR.

I hereby request that you forward all such letters and email communications to my home address on a daily basis.

Yours sincerely

Dora Kostakopoulou