

From: Theodora Kostakopoulou <dkostakopoulou@yahoo.co.uk>
To: everton dochery <edoc28@yahoo.com>; Chairofcouncil, resource <chairofcouncil@warwick.ac.uk>; Mills, Geraldine <geraldine.mills@warwick.ac.uk>
Cc: Ledden-Rocks, Louise <louise.ledden-rocks@warwick.ac.uk>
Sent: Wednesday, 26 February 2020, 11:56:43 GMT
Subject: Re: Professor Kostakopoulou

Dear Ms Mills,

Thank you for your email communication. The issue of my unlawful suspension and the requirements of the law, case law and the ACAS code of practice are not conditional and dependent on the outcome of my legitimate grievances.

It is clear that the University of Warwick has used a **punitive suspension** which is forbidden by law in order to cover up bullying, vexatious complaints and victimisation which was brought to the attention of the Chair of the Council and to you as interim director of HR more than two months ago.

You have done this in full knowledge of the legal requirements which render my suspension unlawful and of the breaches of the Universities own procedures and explicit references to justice, fairness, due care and due diligence and health and safety.

The suspension, which was unlawful in the first place because it was based on lies and breached natural justice requirements, is supposed to be brief (ACAS) and not to last for nearly two months!

Concerning the disciplinary investigation, I am sure you are aware that the allegations are baseless and there is neither evidence nor any facts furnished by either you, or Professor Sanders or Professor Ennew for several months now.

I am also wondering why the University has not ordered the suspension of Professor Sanders, Professor Ennew and Ms Proctor since there is considerable evidence of their engagement on several gross misconduct actions.

Accordingly, I would ask that you review my suspension and provide a written response to all six points raised by myself and my husband for several weeks as a matter of urgency by 5 pm today!

Yours sincerely,
Dora Kostakopoulou

On Wednesday, 26 February 2020, 12:18:10 CET, Mills, Geraldine <geraldine.mills@warwick.ac.uk> wrote:

Dear Dora,

Thank you for your emails.