

Sir Normington and Ms V. Cooke  
Chair and Deputy Chair  
Council of the University of Warwick  
University House  
Coventry

January 25, 2020

Dear Sir Normington and Ms Cooke,

I write regarding your letter dated 24 January which announced your second decision to take no further action with respect to my second grievance against Professor Ennew and the very serious breaches of both the law and the University's policies. I believe that once a formal complaint of bullying, victimisation, abuse of power, malevolent and false allegations constituting harassment is formally submitted to the University of Warwick, both the law and the Dignity at Warwick Policy do not endow you with discretion to disregard such serious disciplinary issues and unethical conduct. You are under a clear duty to investigate, to end the victimisation without delay and to review and lift my unlawful suspension. This duty flows from the Charter of the University of Warwick, several statutory rules and the employer's duty to provide a safe and healthy working environment free from discrimination, harassment, bullying and victimisation.

I also believe that the legal advice you have received concerning your decision not to exclude Professor Ennew and Ms Ashford from any involvement in the process is incorrect. Please see Part I of Statute 24 and Paras 1 and 2 of Ordinance 20. Professor Ennew must withdraw from the process due to her past involvement and her presence in my Tribunal action, the unreasonable decision she made in the past (i.e., in 2017) which imposed severe injuries to me and the two formal grievances against her submitted to you on 6 January and 17 January 2020.

Furthermore, the legal advice you have received concerning grievances is incorrect and in contradiction with 3.7 of the Disciplinary policy. My grievances brought issues of false allegations, breaches of the law and University's policies, malevolent triggering of an investigation prior to a disciplinary process and unethical conduct which should have been investigated with due diligence as soon as you received them. They relate to malevolent, unreasonable and unethical triggering of a disciplinary process; they do not concern the fairness of a disciplinary decision. In addition, health and safety reasons should have prompted you to investigate as a matter of urgency.

By stating **'I repeat, therefore, that I will not be taking any further action in respect of your letters [-I am sure you meant well documented grievances]. Nor will I be responding to further correspondence from you and your husband on these matters'**, you are essentially telling me that:

1. As a staff member who has been the victim of bullying, victimisation and discrimination, I do not have full right of protection under the University's harassment, discrimination and bullying policy and grievance procedures;
2. The University of Warwick is not committed to investigating and resolving all complaints under this policy in line with good practice;
3. The Council of the University believes that it serves the University's interests and reputation and the public interest by being complicit to acute victimisation causing harms to the physical and mental health of an innocent employee, which has been documented in writing with sufficient detail;
4. The Council of the University of Warwick condones both breaches of the law and intentional non-compliance with its procedures as well as lies, false allegations and fabricated complaints by the Provost, Professor Ennew, and the Head of the Law Department, Professor Sanders.

Yours sincerely,

Dora Kostakopoulou