



Fw: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

2 messages

Thomas Douglas <gethomesdata@outlook.com>
To: tdcoates@gmail.com <tdcoates@gmail.com>

Wed, Jan 1, 2025 at 5:30 PM

From: Thomas Douglas <gethomesdata@outlook.com>
Sent: Friday, December 27, 2024 4:07 PM
To: Painter, Kia (CCI-Atlanta) <Kia.Painter@cox.com>; My ServiceNow <cox@service-now.com>; myHRService@cox.com <myHRService@cox.com>; ethicspoint@navexglobal.com <ethicspoint@navexglobal.com>; ethics@coxinc.com <ethics@coxinc.com>; ethics@cox.com <ethics@cox.com>; Mark.Greatrex@cox.com <Mark.Greatrex@cox.com>
Subject: Re: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

2024-12-27 14:35:00 EST: Missed Compliance Deadlines for Return to Work and Employee Status

Cox Communications has failed to meet critical compliance deadlines concerning my employment status, including:

1. Return-to-Work Deadline: Your failure to respond to my physician-supported return-to-work date of December 29, 2024, violates obligations under the ADA and FMLA.
2. FMLA Compliance: You have missed deadlines to provide required responses regarding my Family and Medical Leave Act (FMLA) status.
3. Reasonable Accommodations: You remain non-compliant with ADA guidelines by failing to provide reasonable accommodations or engage in the interactive process as required.

These violations have been escalated and are under active investigation by the EEOC, the Department of Labor, and the Department of Justice, among others.

Investigative notes and records can be accessed via the EEOC website. If additional information is needed, you may email me at tdcoates@gmail.com to request specific documentation.

Your compliance or continued non-compliance has been duly noted and reported across these agencies, with pending filings already underway.

Sincerely,
Thomas Coates
Email: tdcoates@gmail.com

From: Thomas Douglas <gethomesdata@outlook.com>
Sent: Wednesday, December 11, 2024 12:54 PM
To: Painter, Kia (CCI-Atlanta) <Kia.Painter@cox.com>; My ServiceNow <cox@service-now.com>; myHRService@cox.com <myHRService@cox.com>; ethicspoint@navexglobal.com

<ethicspoint@navexglobal.com>; ethics@coxinc.com <ethics@coxinc.com>; ethics@cox.com
<ethics@cox.com>; Mark.Greatrex@cox.com <Mark.Greatrex@cox.com>

Subject: CORRESPONDENCE: Given Notice, Reasonable Accommodations, RTW, FMLA and ADA

CHARGE PRESENTED TO: AGENCY CHARGE NO.

U.S. Equal Employment Opportunity Commission (EEOC) **Thomas Coates v. COX
COMMUNICATIONS**

EEOC Investigator
Ms. Cotina Ellis (COTINA.ELLIS@EEOC.GOV)

December 11, 2024

Subject: Request for Inclusion of Additional Information in EEOC Case 12K-2025-00001
Virginia Office of Civil Rights 25-3132 - Filed Against: Cox Communications

To: U.S. Equal Employment Opportunity Commission (EEOC)
Cc: Cox Communications Compliance Department

Dear Ms. Ellis,

Attached is a timeline of correspondence issued to Cox Communications, presented in chronological order. This document outlines the notices provided to ensure compliance with the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and related reasonable accommodation requirements. It serves as a record of efforts to address these matters in accordance with applicable laws and company policies.

With warm regards,

Thomas Coates

Thomas Douglas <gethomesdata@outlook.com>
To: tdcoates@gmail.com <tdcoates@gmail.com>

Wed, Jan 1, 2025 at 11:36 PM

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