

Subject: Request for Investigation – Statutory and Procedural Failures by Virginia Employment Commission (VEC)

Michael C. Westfall
State Inspector General
Office of the State Inspector General
101 North 14th Street, 7th Floor
Richmond, VA 23219

Dear Inspector General Westfall,

I am writing to request an immediate formal investigation into the Virginia Employment Commission's (VEC) repeated failure to comply with statutory and procedural obligations, particularly in the context of an appeals hearing related to my case.

Despite my good-faith efforts to follow every procedural step exactly as outlined in the VEC's written guidance—including the timely submission of evidence, formal ADA accommodation requests, and specific requests for hearing participant information—the agency failed to respond, confirm receipt, or provide any form of assistance. This pattern of disregard has not only impacted my legal rights as a claimant under Va. Code Ann. § 60.2-500 et seq., but it also may implicate violations of federal ADA guidance as enforced by the EEOC and U.S. Department of Labor.

These failures include, but are not limited to:

No acknowledgment of evidence submissions, despite documented receipt and delivery

No response to repeated written ADA accommodation requests

No confirmation or disclosure of hearing participants despite multiple inquiries

Failure to provide access to agency instructions or equal procedural tools available to the employer

Improper scheduling of the hearing without a fair opportunity to be heard or to secure representation

This complaint has already been escalated to the Governor's Office, and copies of this letter are also being provided to the U.S. Equal Employment Opportunity Commission (EEOC) and the SEC Whistleblower Program, due to overlapping retaliation and payroll misrepresentation concerns tied to my prior employer, Cox Communications.

As the Inspector General responsible for oversight of state agency compliance and misconduct investigations, I respectfully request:

1. An immediate review of the internal handling of my case, including any records of omission or unexplained non-response by VEC staff
2. A determination as to whether current procedures comply with the ADA Title II, Virginia Human Rights Act, and due process requirements
3. Recommendations or disciplinary action for procedural noncompliance, if found

This matter also affects the broader public interest, as individuals across the Commonwealth may be affected by systemic procedural failures or unequal access to employment adjudication processes. Your office is uniquely positioned to ensure accountability, and I welcome the opportunity to provide you with supporting documentation, timestamps, submission history, and copies of communications evidencing each of these claims.

I appreciate your urgent attention to this matter and your service to Virginians.

Respectfully,

Digitally signed by: **Thomas D. Coates**
Date: April 22, 2025
Verification ID: TDC-VEC-OSIG-2025
Email: tdcoates@gmail.com
Signature Hash: `dfa2c7d843ad51a0be6a69d3fbbf6c4c`

CC:

U.S. Equal Employment Opportunity Commission

SEC Whistleblower Office

Office of Governor Glenn Youngkin

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