

VERIFIED EVIDENCE SUBMISSION

[For Court, EEOC, Cross-Agency, and Advocacy Oversight](#)

[EEOC Inquiry Comparison: NOT A DUPLICATE](#)

This record demonstrates, with statutory and procedural citations, that EEOC Inquiry No. 437-2025-01523 is **NOT A DUPLICATE** of No. 437-2025-01209. Each inquiry involves distinct facts, legal issues, and evidence, and must be independently reviewed and preserved in the record.

[Legal Authority](#): 29 C.F.R. § 1601.15(b)-(c), § 1601.18(b); EEOC MD-110 § 2-302; 5 U.S.C. § 706(2)(A)

Submitted for memorialization, due process, and cross-agency review.

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Systemic Violations: Memorialized Evidence, Timelines, and the Record Under Active Oversight Review and Adjudication

EXHIBIT AT

Coates v. Cox Communications – EEOC Charge No. 12K-2025-00001

This curated list highlights 40 key submissions from **October 24, 2024** to **June 28, 2025**, emphasizing milestones, discrimination elements, and escalating procedural challenges against the EEOC.

Major Milestone Filings

- 10/24/2024** – Initial Charge of Discrimination filed.
- 11/07/2024** – Formal Notice of ADA Accommodation Request submitted.
- 11/15/2024** – Complaint of ADA-Related Retaliation (“Formal Motion No. 1”).
- 12/01/2024** – Request for Leave Record Documents (Workday logs).
- 12/15/2024** – Evidence Submission: Payroll Discrepancies & STD Records.
- 01/05/2025** – Submission: VEC Appeal Notification & Medical Certification.
- 01/15/2025** – Formal Addendum: Constructive Discharge Claim.
- 01/22/2025** – FOIA Request to EEOC for internal file.
- 02/01/2025** – Motion for Cross-Agency Coordination (DOJ, DOL, VEC).
- 02/14/2025** – Records of HR Internal Ethics Complaints submitted.

Standard Discrimination Filing Elements

02/20/2025 – Formal ADA Failure-to-Accommodate Complaint.
02/28/2025 – Self-Certified Accommodation Request to Cox.
03/10/2025 – Performance Review Contradiction Evidence.
03/15/2025 – Visitor Witness Statement Affidavits.
03/24/2025 – Request for Early Resolution & Mediation Offer.
03/29/2025 – Demand for Reinstatement & Removal of Warnings.
04/01/2025 – Filed VEC Hearing Packet (public record).
04/07/2025 – Supplemental Evidence: Email Chain (Azariah Workman).
04/14/2025 – Demand for Sworn HR Witness Affidavits from Cox.
04/20/2025 – Formal Notice: EEOC Form 302 & 299A Should Have Been Used.

Procedural Escalations & EEOC Non-Compliance

05/05/2025 – Remediation Demand: Investigator Issued Improper Deadline.
05/10/2025 – Exhibit: Unauthorized “Silence = Final Rebuttal” Email.
05/15/2025 – Formal Notice of MD-110 Violations (Forms 302, 299A omitted).
05/19/2025 – Show-Cause Demand for Investigator’s Improper Ultimatum.
05/21/2025 – Motion to Stay Final Determination Pending Appeal.
05/25/2025 – Formal Notice of Evidence Exclusion Risk.
05/28/2025 – Statement of Procedural Failures in Reconsideration.
05/30/2025 – Request for Supervisor Review under MD-110 § 2-302.
06/02/2025 – Demand for Cross-Agency Escalation (DOJ/DOL/VEC).
06/05/2025 – Notice of Adverse Inference Created by Agency Behavior.
06/08/2025 – Formal Certification of Evidence Record for Court.
06/11/2025 – Reconsideration Submission (28-page evidentiary record).
06/14/2025 – Notification to Advocacy Orgs (DOJ, ACLU, Arc).
06/16/2025 – Emergency Hold Request Re: Final Notice of Rights.
06/18/2025 – Jurisdictional Preservation Notice & Halt Demand.
06/20/2025 – Follow-Up on Non-Response to Finalization Hold.
06/22/2025 – Formal Notice to Supervisor: Pattern of Procedural Abuse.
06/24/2025 – Internal Notice to Rosa-Ramos: Supervisor Dereliction.
06/26/2025 – Second Reconsideration Package citing 29 C.F.R. § 1601.18.
06/28/2025 – Show-Cause Petition: Investigator and Agency Censure Request.

Focus on the Most Recent 40 Days

06/05–06/11: Filed major evidentiary and jurisdictional packages with cross-agency escalation.

06/14–06/20: Multiple formal requests to halt the final determination pending procedural review.

06/22–06/28: Show-Cause demands issued for agency misconduct and supervisory failures, including notice to Rosa-Ramos.

Key EEOC Filings and Focus Areas in the Most Recent 40 Days

1. Formal Remediation Demand for Improper Ultimatum

- Filed: May 5, 2025
- Focus: Challenged Investigator Perez's coercive same-day response demand as a direct violation of *EEOC MD-110* § 6-8 and *29 C.F.R. § 1601.15(c)*.
- Purpose: Requested immediate withdrawal of the improper ultimatum and reissuance of a compliant evidence review schedule.

2. Exhibit Submission: Unauthorized Silence = Final Rebuttal Email

- Filed: May 10, 2025
- Focus: Entered Perez's May 19, 2025 email into the record as evidence of prejudicial conduct and misuse of procedural deadlines.
- Purpose: To ensure the coercive communication is preserved for potential adverse inference challenges against the agency.

3. Formal Notice of MD-110 and Procedural Violations

- Filed: May 15, 2025
- Focus: Identified EEOC's failure to use required forms (302, 299A) and to notify Respondent of evidence deficiencies.
- Purpose: Documented systemic noncompliance and procedural breakdowns for potential Inspector General review.

4. Show-Cause Demand for Investigator's Improper Conduct

- Filed: May 19, 2025
- Focus: Demanded that Investigator Perez, and by extension his supervisor, provide legal justification for coercive and biased case management.

- Purpose: Escalated request for formal supervisory oversight under *MD-110 § 2-302*.

5. Motion to Stay Final Determination Pending Appeal

- Filed: May 21, 2025
- Focus: Filed a formal stay motion based on ongoing procedural objections and pending cross-agency review.
- Purpose: Requested that all closure actions be frozen under *29 C.F.R. § 1601.21* until due process is fully observed.

6. Formal Notice of Risk of Evidence Exclusion

- Filed: May 25, 2025
- Focus: Warned that the EEOC's refusal to accept new evidence jeopardized the case's integrity and invited judicial challenge under *5 U.S.C. § 706(2)(A)*.
- Purpose: Preserved record to counter future claims of "fully investigated" status.

7. Procedural Failures Statement Regarding Reconsideration Handling

- Filed: May 28, 2025
- Focus: Submitted evidence that Perez prematurely closed reconsideration without reviewing pending submissions or issuing a formal denial compliant with *29 C.F.R. § 1601.18(c)*.
- Purpose: To invalidate any closure predicated on deficient process.

8. Supervisor Review Request Citing MD-110 § 2-302

- Filed: May 30, 2025
- Focus: Formally petitioned for supervisory intervention and reassignment based on sustained procedural breaches by the assigned investigator.
- Purpose: Positioned supervisory inaction as a compounding violation.

9. Cross-Agency Escalation Demand (DOJ/DOL/VEC)

- Filed: June 2, 2025
- Focus: Filed a demand that EEOC notify parallel agencies of outstanding material facts and reconsideration motions per the *EEOC-DOJ-DOL MOU*.
- Purpose: Created cross-agency accountability and expanded oversight pressure.

10. Notice of Adverse Inference Created by Agency Conduct

- Filed: June 5, 2025
- Focus: Formally submitted that Perez's procedural misconduct materially damaged the evidentiary posture of the case and created an impermissible adverse inference risk.
- Purpose: Reserved rights to judicially challenge the entire administrative record's fairness.

11. Reconsideration Filing with Full Evidentiary Record

- Filed: June 11, 2025
- Focus: Filed a comprehensive 28-page reconsideration package, with new exhibits and cross-agency updates.
- Purpose: Reaffirmed right to have the full record reviewed before final closure.

12. Show-Cause Petition: Agency-Wide Censure Request

- Filed: June 28, 2025
- Focus: Filed a formal show-cause petition demanding justification from Perez, Rosa-Ramos, and involved EEOC officials for the agency's cumulative misconduct.
- Purpose: Recommended censure and legal referral for systemic failure to observe federal procedures and due process.



Key Themes:

- **Ongoing Supervision Failure:** Supervisor Rosa-Ramos was repeatedly notified but failed to intervene or remediate.
- **Cross-Agency Notification:** DOJ, DOL, VEC, and state agencies were copied and involved at multiple key junctures.
- **Pattern of Procedural Coercion:** The same-day response demands and silence-as-finality tactics were formally challenged as systemic abuses.
- **Evidence Protection:** Every submission actively preserved the integrity of the evidentiary record for judicial review.

Timing & Frequency: Standard filings escalated as EEOC repeatedly ignored required forms and deadlines.

Increasing Severity: Last 40 days focused on EEOC's refusal to use Forms 302, 299A, and 1365, ignoring appeals and supplemental evidence.

Pattern Identified: Clear shift from normal intake to systemic neglect—violations meticulously documented by Complainant.

Strategic Impact: Record preserved for federal review, showing diligent pursuit of procedural and substantive justice.

This is an excellent and very practical question. Below is a meticulously constructed list of the top 50 most common and strategic information requests or communications that a claimant (especially a pro se or represented party) typically makes to the EEOC during a discrimination or retaliation investigation.

These are based on:

Standard EEOC investigative procedures

Discrimination case law

Best practices from EEOC's own manuals (MD-110, Charge Processing Manual, Intake Guidance)

Historical patterns from ADA, Title VII, and retaliation filings

Top 50 EEOC Information Requests and Communications from Claimants During an Investigation



Evidence and Document Requests

1. Request for Respondent's Full Position Statement, Including Attachments.
2. Request for Deficiency Notice (Form 299A) if Respondent's Evidence is Incomplete.
3. Request for All Documents Submitted by Respondent to the EEOC.
4. Request for Respondent's Witness List or Contact Information.
5. Request for Respondent's Payroll Records and Attendance Logs.
6. Request for Respondent's Leave of Absence Documentation.
7. Request for Respondent's Disciplinary Records and Written Warnings.
8. Request for Respondent's Company Policies on ADA, FMLA, and EEO Compliance.
9. Request for Internal Emails Between Management Regarding Claimant.
10. Request for Performance Evaluations and Sales Records.

Procedural and Case Status Requests

11. Request for Status Update on Case Progress.

12. Request for Confirmation of Evidence Entry into the Record.
13. Request for Confirmation of Timely Filing or Intake Completion.
14. Request for Interview Scheduling or Follow-Up with Investigator.
15. Request for Summary of Respondent's Defenses.
16. Request for Copies of EEOC Investigator's Notes and Summaries.
17. Request for Timeline or Estimated Completion Date for the Investigation.
18. Request for Explanation of Investigator's Initial Findings or Determination.
19. Request for Copies of All Procedural Notices Sent to Both Parties.
20. Request for FOIA Access to Full EEOC File.

Forms and Administrative Requests

21. Request for Supplemental Evidence Submission Instructions (EEOC Form 302).
22. Request for Proper Use of Form 1365 to Log Evidence.
23. Request for All Charge Amendments or Corrections on File.
24. Request for Written Confirmation of Accommodation-Related Claims.
25. Request for Copy of Mediation Agreements or Correspondence.
26. Request for EEOC's Record of Communications with Respondent.
27. Request for Extension to Submit Additional Evidence.
28. Request for Explanation of Appeal or Reconsideration Rights.
29. Request for Confirmation of Cross-Agency Notifications (DOJ, DOL, VEC).
30. Request for Copy of Right to Sue Notice or Status.

Jurisdictional and Procedural Safeguard Requests

31. Request for Impartiality or Investigator Reassignment Due to Conflict of Interest.
32. Request for Adverse Inference Clarification Regarding Silence or Delays.
33. Request for Stay of Action During Appeal or Pending Evidence Review.
34. Request for Supervisor Review When Procedural Errors Are Alleged.
35. Request for Compliance with MD-110 Standards for Forms and Deadlines.
36. Request for Documentation of Investigator's Contact Attempts.
37. Request for Acknowledgment of Cross-Agency Record Sharing.
38. Request for Notice of Any Contact Between EEOC and Respondent's Legal Counsel.
39. Request for Investigator's Written Response to Legal Objections or Motions.
40. Request for Confirmation that New Evidence Will Be Considered Before Closure.

Legal and Evidence Development Requests

41. Request for Investigator's Explanation of Evidence Weighting.
42. Request for Formal Meeting to Discuss Case Development or Mediation Viability.
43. Request for Opportunity to Respond to New Defenses Raised by Respondent.
44. Request for Correction of Procedural Misstatements in the Charge File.
45. Request for Acknowledgment of Multi-Jurisdictional Elements (e.g., FMLA, Wage Claims).
46. Request for Confirmation That Deadlines Apply Equally to Both Parties.
47. Request for Written Rationale for Closing Without Full Evidence Review.
48. Request for Explanation of EEOC's Mediation vs. Investigation Process Rights.
49. Request for Evidence Reconciliation When Contradictions Are Identified.
50. Request for Copy of Final Determination Including Legal Standards Applied.

✓ **Key Notes:**

- Forms Frequently Requested: EEOC Forms 302 (Supplemental Evidence), 299A (Deficiency Notice), 1365 (Evidence Tracking).
- Cross-Agency Coordination: When claimants file with EEOC, DOL, DOJ, and VEC, they often request confirmation that filings are properly mirrored across agencies.
- Procedural Requests: Pro se claimants particularly emphasize requests for deadlines, impartiality, and confirmation of record integrity.
- Common Frustrations: Lack of timely updates, improper adverse inferences, failure to issue deficiency notices, and refusal to accept new evidence are major themes.

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Top 50 Most Common EEOC Claimant Requests in Retaliation & Discrimination Cases

and the Agency’s Failure to Acknowledge or Forward Them

(Based on [EEOC Compliance Manual](#), [29 C.F.R. § 1601](#), and federal case law)

This table demonstrates the systemic failure of the EEOC to perform basic investigatory functions required by law and expected by claimants.

The following table lists the 50 most common requests made by claimants in EEOC retaliation and discrimination cases—requests that are routinely acknowledged, forwarded to respondents, and acted upon in compliant investigations. In this case, **none of these requests were acknowledged by the EEOC, nor were they ever sent to the respondent for response or action.** There is no evidence in the record that any of these due process steps occurred, despite repeated and proper legal notice. This pattern is a *prima facie* due process and regulatory violation. Any subsequent EEOC action to correct the record should be viewed as remedial only, not as evidence of ordinary compliance.

Claimant Request	EEOC Acknowledgment	Respondent Response	Request Date	Request Document Title	Request Date	Request Document Title
Request for complete and certified position statement from respondent	EEOC Did Not Acknowledged	EEOC Did Not Respond	1/13/25	Subject: Formal Request for Final Paycheck and Outstanding Compensation Reference: Charge No. 12K-2025-00001; Virginia Office of Civil Rights 25-3132	12/30/24	case is currently scheduled for its initial hearing on March 11, 2025 - Cox Communication
Request for all relevant documents and	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/17/24	12K-2025-00001 - Thomas Coates v. Cox Communications -	1/1/25	Retaliation for reporting wrongdoing and exercising legal rights: Cox Communications

evidence from respondent				Mediation		
Request for witness statements and affidavits	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/30/24	case is currently scheduled for its initial hearing on March 11, 2025 - Cox Communication	11/8/24	Subject: Confirmation of Actions Taken for Charge Number: 12K-2025-00001
Request for payroll and benefits records	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for internal investigation reports	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/17/24	12K-2025-00001 - Thomas Coates v. Cox Communications - Mediation	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for disciplinary records of involved supervisors	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/16/24	Subject: Request for HIPAA Compliance Documentation Related to ADA Claim Processing - Charge Number: 12K-2025-00001.	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for email and communication logs	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/12/24	Immediate request that you correct your records and Future Communication Guidelines	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001
Request for accommodation request documentation	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/12/24	Subject: Request for Resolution of ADA Accommodation Delays, Pay Corrections, and Documentation Issues	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for medical and disability records related to the claim	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/11/24	Additional Cox court cases EEO and disability compliance. Reasonable accommodations	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number:

						12K-2025-00001 - Thomas Douglas - Outlook
Request for time and attendance records	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/10/24	Subject: Inquiry Regarding Charge Number 12K-2025-00001	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001
Request for performance evaluations	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/9/24	Subject: Request for Inclusion of Additional Information in Case 12K-2025-00001 Virginia Office of Civil Rights 25-3132 - Filed Against: Cox Communications	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for company policies and employee handbook	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/8/24	NOTICE OF RESEND Re: Immediate request that you correct your records and Future Communication Guidelines	12/22/24	Official Submission: Employee-Required Documentation Attached (tcoates), Employer and Third-Party Actions Pending - Charge Number: 12K-2025-00001 - Thomas Douglas - Outlook
Request for prior complaints or grievances filed by claimant	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/8/24	NOTICE OF RESEND Re: Immediate request that you correct your records and Future Communication Guidelines	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for cross-agency investigation coordination	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/8/24	Subject: Formal Request for Acknowledgment and Identification of Legal Responsible Party – ADA Compliance	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for FOIA and record production	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/8/24	Subject: Follow-Up Required on Previous Communication Regarding Accommodations	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001
Request for preservation of evidence and record	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/8/24	Case# 110113031138 Thomas Coates	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001
Request for	EEOC Did Not	EEOC Did Not	12/8/24	RE: Submission of Additional Medical	12/5/24	Subject: Submission of Additional

impartial review and reassignment of investigator	Acknowledged	Respond		Documentation Case# 110113031138 Thomas Coates		Documentation and Information Related to Charge No. 12K-2025-00001
Request for legal justification for adverse actions	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for challenge to unsupported assertions	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/4/24	Subject: Clarification of FMLA and ADA Leave Submission Process - Request for Inclusion of Additional Information in Case 12K-2025-00001 - sent by Jessica Wagner, Thomas Coates' Daughter	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001
Request for notification of parallel investigations	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/2/24	Subject: Request for Inclusion of Additional Information in Case 12K-2025-00001 Virginia Office of Civil Rights 25-3132 - Filed Against: Cox Communications	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for detailed timeline of events	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/29/24	Pending documentthree11262024Legal Assertion: The Cox Document Dated November 20, 2024 is Null and Void Due to Non-Compliance	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for clarification of respondent's position	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/25/24	Submission of Additional Medical Documentation	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for identification of decision makers	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/22/24	RE: Re: Subject: Submission of Additional Medical Documentation and Request for Deficiency Notification -	12/5/24	Subject: Submission of Additional Documentation and Information Related to Charge No. 12K-2025-00001

				Charge Number: 12K-2025-00001. Case# 110113031138		
Request for explanation of procedural steps	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/18/24	Subject: Submission of Additional Medical Documentation and Request for Deficiency Notification - Charge Number: 12K-2025-00001.	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for status updates on investigation	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/13/24	Request for Advocacy and Support in ADA Case Against Cox Communications - Charge Number: 12K-2025-00001	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for opportunity to submit additional evidence	EEOC Did Not Acknowledged	EEOC Did Not Respond	11/8/24	Subject: Confirmation of Actions Taken for Charge Number: 12K-2025-00001	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for extension of deadlines due to disability	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed
Request for mediation or alternative dispute resolution	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/17/24	12K-2025-00001 - Thomas Coates v. Cox Communications - Mediation	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,

Request for hearing or oral argument	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/15/25	Request for Clarification and Accountability Regarding Missing Files and Submission Records – Charge No. 12K-2025-00001	5/15/25	RE: FORMAL MOTION NO. 5: MEMORIALIZATION, INVESTIGATION, AND REQUEST FOR PAYROLL, PTO, AND AUDIT DOCUMENTATION. IN THE MATTER OF: Thomas D. Coates, Complainant v. Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 DOJ ADA Complaint No.:
Request for cross-examination of witnesses	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/15/25	RE: FORMAL MOTION NO. 5: MEMORIALIZATION, INVESTIGATION, AND REQUEST FOR PAYROLL, PTO, AND AUDIT DOCUMENTATION. IN THE MATTER OF: Thomas D. Coates, Complainant v. Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 DOJ ADA Complaint No.:	3/31/25	RE: Escalating Record of ADA and EEO Violations at Cox Communications Inc. — Formal Disclosure and Final Request for Pre-Agency Resolution
Request for subpoena of documents or witnesses	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/14/25	FORMAL MOTION NO. 4: REQUEST FOR CERTIFIED HR RECORDS, WORKDAY/PEOPLESOFT AUDIT, AND SEGREGATION OF DUTIES (SoD) REVIEW IN THE MATTER OF: Thomas D. Coates, Complainant v. Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 DOJ ADA Complaint No.: 536785-LFD	3/31/25	RE: Escalating Record of ADA and EEO Violations at Cox Communications Inc. — Formal Disclosure and Final Request for Pre-Agency Resolution
Request for protective orders or confidentiality agreements	EEOC Did Not Acknowledged	EEOC Did Not Respond	3/31/25	RE: Escalating Record of ADA and EEO Violations at Cox Communications Inc. — Formal Disclosure and Final Request for Pre-Agency Resolution	3/31/25	RE: Escalating Record of ADA and EEO Violations at Cox Communications Inc. — Formal Disclosure and Final Request for Pre-Agency Resolution

Request for sanctions against respondent for non-compliance	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for sanctions against EEOC for procedural violations	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for judicial review or appeal rights	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for damages and remedies	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523		

				(Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for reinstatement or accommodation	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/2/24	Subject: Request for Inclusion of Additional Information in Case 12K-2025-00001 Virginia Office of Civil Rights 25-3132 - Filed Against: Cox Communications		
Request for back pay and lost benefits	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/2/24	Subject: Request for Inclusion of Additional Information in Case 12K-2025-00001 Virginia Office of Civil Rights 25-3132 - Filed Against: Cox Communications		
Request for attorney's fees and costs	Not Requested	Not Requested				
Request for expert witness testimony	Not Requested	Not Requested				
Request for psychological or vocational evaluation	Not Requested	Not Requested				
Request for training or policy changes	Not Requested	Not Requested				
Request for public disclosure or media involvement	Not Requested	Not Requested				
Request for advocacy group involvement	EEOC Did Not Acknowledged	EEOC Did Not Respond	12/4/24	Subject: Clarification of FMLA and ADA Leave Submission Process - Request for Inclusion of		

				Additional Information in Case 12K-2025-00001 - sent by Jessica Wagner, Thomas Coates' Daughter		
Request for cross-jurisdictional cooperation	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for compliance monitoring	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		
Request for periodic reporting to claimant	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/20/25	Cox Communications, Inc., Respondent Charge No.: 12K-2025-00001 Inquiry No.: 437-2025-01523 (Current, Active) Inquiry No.: 437-2025-01209 (Closed Improperly) DOJ ADA Complaint No.: 536785-LFD DOL WHD Case: [Pending] FORMAL MOTION TO DISQUALIFY INVESTIGATOR ALEXANDER PEREZ,		

Request for clarification of legal standards applied	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed		
Request for identification of similar cases or precedents	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed		
Request for explanation of settlement offers	Not Requested	Not Requested				
Request for withdrawal or dismissal of charges	Not Requested	Not Requested				
Request for clarification of claimant's rights	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed		
Request for assistance with filing complaints or appeals	EEOC Did Not Acknowledged	EEOC Did Not Respond	5/28/25	Memorandum of Record: Systemic Failure to Respond – Demand for Accountability and Procedural Integrity Charge No 12K202500001 Inquiry No 437202501523 Active 437202501209 Improperly Closed		
Source: EEOC Compliance Manual , 29 C.F.R. § 1601 , EEOC Charge						

Processing Guidance						

This table is submitted as evidence of systemic agency inaction and procedural violation under federal law. For more, see 29 C.F.R. § 1601.15(c), § 1601.18(b); EEOC Compliance Manual, Ch. 6.