

**STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION**

TEANNA DOTTS,

Complainant,

vs.

D R POULTRY SEXING SERVICE, INC.,

Respondent.

) Docket No.: EMse12041123

) EEOC No.: 24F-2012-00480

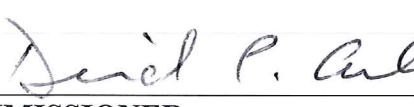
FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER

On September 24, 2013, Administrative Law Judge ("ALJ") Noell F. Allen for the Indiana Civil Rights Commission ("ICRC") entered her Proposed Findings Of Fact, Conclusions Of Law, And Order ("the proposed decision").

No objections have been filed to the ICRC's adoption of the proposed decision.

Having carefully considered the foregoing and being duly advised in the premises, the ICRC hereby adopts as its own the findings of fact, conclusions of law, and order proposed by the ALJ in the proposed decision, a copy of which is attached hereto and incorporated herein by reference.

INDIANA CIVIL RIGHTS COMMISSION



COMMISSIONER



COMMISSIONER



COMMISSIONER



COMMISSIONER

Dated this 25th day of October 2013.

To be served by first class mail to the following parties:

Teanna Dotts
5080 Leesville Road
Bedford, IN 47421

D R Poultry Sexing Services, Inc.
726 Emerson Drive
Seymour, IN 47274

FOLEY & ABBOTT
By: Donald F. Foley, Esq.
342 Massachusetts Avenue
Indianapolis, IN 46204

and to be personally served on the following attorney:

Michael C. Healy, Esq.; Staff Attorney
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, IN 46204-2255

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PROPOSED FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On September 20, 2013, Complainant, Teanna Dotts and Respondent, D R Poultry Sexing Service, Inc., filed their Joint Motion to Dismiss (“Motion”).

Having carefully considered the foregoing and being duly advised in the premises, the undersigned Administrative Law Judge for the Indiana Civil Rights Commission (“ICRC”) proposes that the ICRC enter the following findings of fact, conclusions of law, and order.

FINDINGS OF FACT

1. This proceeding involves Dotts’ claim that D R Poultry Sexing Service, Inc. terminated Dotts’ employment because of gender after being subjected to sexual harassment. COMPLAINT OF DISCRIMINATION (April 19, 2012).

2. The parties agreed to mediate.

3. The parties have reached a private settlement agreement.

4. The Motion is expressly motivated by settlement.

5. There is no evidence of fraud, coercion, duress, or any other reason not to approve of the requested dismissal.

6. Any Conclusion of Law that should have been deemed a Finding of Fact is hereby adopted as such.

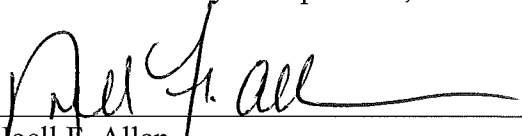
CONCLUSIONS OF LAW

1. The ICRC has jurisdiction over the subject matter and the parties.
2. Settlement is a favored resolution and should be encouraged.
3. Administrative review of this proposed decision may be obtained by the filing of a writing identifying with reasonable particularity each basis of each objection within fifteen (15) days after service of this proposed decision. IC 4-21.5-3-29(d).
4. Any Finding of Fact that should have been deemed a Conclusion of Law is hereby adopted as such.

ORDER

1. The parties' Joint Motion to Dismiss is **GRANTED**.
2. Dotts' complaint is **DISMISSED**, with prejudice.

Dated this 24th day of September, 2013



Noell F. Allen
Administrative Law Judge
Indiana Civil Rights Commission

To be served by first class mail to the following parties:

Teanna Dotts
5080 Leesville Road
Bedford, IN 47421

D R Poultry Sexing Services, Inc.
726 Emerson Drive
Seymour, IN 47274

Stephen A. Gross
30 East Main Street
Carmel, IN 46032

and to be personally served on the following attorney:

Michael C. Healy, Esq.; Staff Attorney
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, IN 46204-2255