

**STATE OF INDIANA  
CIVIL RIGHTS COMMISSION**

**DOCKET NO. EMha05020087**

**KAREN E. STONE,**  
Complainant,

**FILE DATED**

JUL 25 2008

v.

Indiana State Civil Rights Commission

**PINNACLE CREDIT UNION,**  
Respondent.

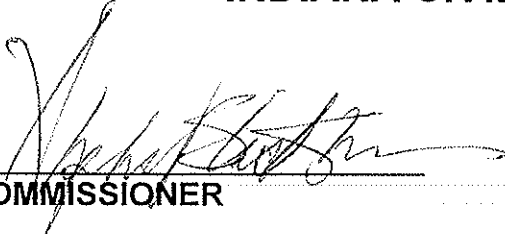
**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**


On June 18, 2008, Robert D. Lange, Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC"), entered his 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.

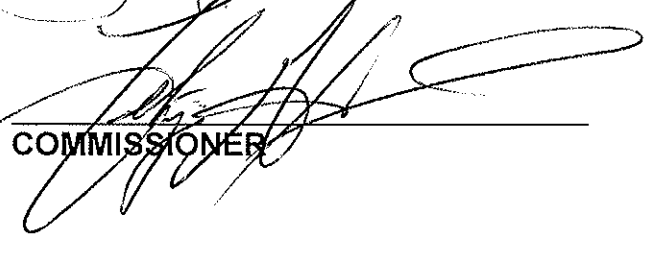
Having carefully considered the foregoing and being duly advised in the premises, the ICRC hereby adopts as its own the findings of fact, conclusions of law, and order proposed by the ALJ in the proposed decision, a copy of which is attached hereto and incorporated herein by reference.

**INDIANA CIVIL RIGHTS COMMISSION**

  
COMMISSIONER

  
COMMISSIONER

  
COMMISSIONER

  
COMMISSIONER

Dated: 25 July 2008

To be served by first class mail on the following parties and attorneys of record:

Karen E. Stone  
4636 Indiana Avenue  
Fort Wayne, IN 46807

Pinnacle Credit Union  
c/o Chief Executive Officer  
4025 West Jefferson Boulevard  
Fort Wayne, IN 46804

KRIEG · DEVAULT LLP  
BY: Elizabeth G. Russell, Esq. and Rebecca Biller Elmore, Esq.  
Attorneys for Respondent Pinnacle Credit Union  
One Indiana Square, Suite 2800  
Indianapolis, IN 46204-2079

and to be personally served on the following attorney of record:

Joshua S. Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

**STATE OF INDIANA  
CIVIL RIGHTS COMMISSION**

**DOCKET NO. EMha05020087**

**KAREN E. STONE,**  
Complainant,

**FILE DATED**

JUN 18 2008

Indiana State Civil Rights Commission

**v.**

**PINNACLE CREDIT UNION,**  
Respondent.

**PROPOSED FINDINGS OF FACT, CONCLUSIONS OF LAW,  
AND ORDER**

On June 16, 2008, Complainant, Karen Stone ("Stone"), filed her Agreed Motion To Dismiss, a Motion with which Respondent, Pinnacle Credit Union ("PCU"), agrees.

Having carefully considered the foregoing and being duly advised in the premises the undersigned Administrative Law Judge ("ALJ") 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. Stone's complaint alleges that she was unlawfully disciplined and eventually terminated from employment with PCU because of disability. CHARGE OF DISCRIMINATION (September 16, 2004).
2. PCU disputes Stone's claims of unlawful discrimination. NOTICE OF FINDING (January 2, 2008).
3. Stone's Motion is expressly motivated by a settlement.

4. There is no evidence of fraud, coercion, duress, or any other reason not to approve the stipulated dismissal.
5. Any Conclusion Of Law that should have been deemed a Finding Of Fact is hereby adopted as such.

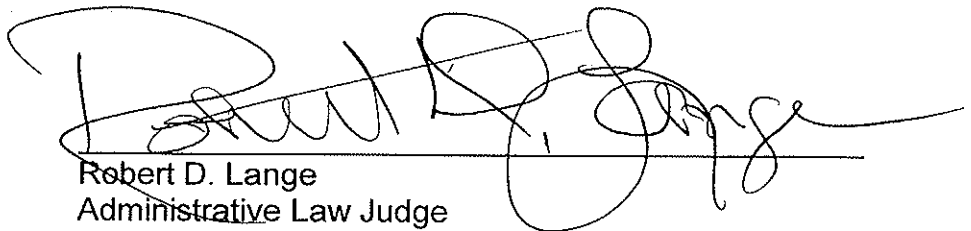
### CONCLUSIONS OF LAW

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 specifying with reasonable particularity each basis for each objection within 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. Stone's Agreed Motion To Dismiss is **GRANTED**.
2. Stone's complaint is **DISMISSED**, with prejudice.
3. The Status Conference that had been scheduled for June 23, 2008 is **CANCELLED**.

Dated: 18 June 2008

  
Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 18<sup>th</sup> day of June, 2008 on the following parties and attorneys of record:

Karen E. Stone  
4636 Indiana Avenue  
Fort Wayne, IN 46807

Pinnacle Credit Union  
c/o Chief Executive Officer  
4025 West Jefferson Boulevard  
Fort Wayne, IN 46804

KRIEG · DEVAULT LLP  
BY: Elizabeth G. Russell, Esq. and Rebecca Biller Elmore, Esq.  
Attorneys for Respondent Pinnacle Credit Union  
One Indiana Square, Suite 2800  
Indianapolis, IN 46204-2079

and to be personally served this 18<sup>th</sup> day of June, 2008 on the following:

Joshua S. Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

Indiana Civil Rights Commission  
c/o The Honorable Tony A. Kirkland, Executive Director  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255