



**INDIANA  
CIVIL  
RIGHTS  
COMMISSION**

**MITCHELL E. DANIELS, JR. GOVERNOR**



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**ICRC No.: EMha08020055  
EEOC No.: 24FA800173**

**SHARON PENDER,**  
Complainant,

v.

**FRENCH LICK VILLAS  
OWNER'S ASSOCIATION, INC.,**  
Respondent.

## **NOTICE OF ADMINISTRATIVE DISMISSAL**

The Deputy Director of the Indiana Civil Rights Commission ("Commission") has administratively dismissed the above-referenced case, for the following reasons: On January 28, 2008 Sharon Pender ("Complainant") filed a complaint with the Commission against French Lick Villas Owners Association, Inc. ("Respondent") alleging discrimination based on disability.

With the assistance of the ADR Unit, Complainant and Respondent have reached a satisfactory remedy to the complaint. With the completion of this settlement Complainant then agreed to withdraw the complaint of discrimination with the Indiana Civil Rights Commission.

In light of the foregoing, the Deputy Director finds (a) administrative dismissal will serve the public interest and (b) there is no substantial likelihood of payment or relief that has been or may be ordered by the Commission. 910 IAC 1-3-2(f)(2000). Thus, upon the exhaustion of

"Morality cannot be legislated, but behavior can be regulated." – Dr. Martin Luther King, Jr

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the administrative appeal process without a reversal of this result, the case will be dismissed, with prejudice. 910 IAC 1-3-2 (i)(2000).

Complainant may appeal this Finding. 910 IAC 1-3-2 (2000). The written appeal request must be filed with the Indiana Civil Rights Commission within fifteen (15) days of receipt of this Notice of Finding and must include any new and additional evidence relied on by Complainant to support the appeal. **Failure to submit a timely appeal may result in a waiver of any right to further review or appeal of this Finding by the Commission or Indiana Courts.** Upon the exhaustion of the administrative right to appeal, the complaint in this case is hereby dismissed with prejudice.

As this complaint was filed under Title VII of the Civil Rights Act, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), Complainant has the right to ask the EEOC to review this action. To secure such a review, the request must be made in writing within fifteen (15) days of receipt of this Notice of Finding, and submitted to the EEOC, 101 West Ohio Street, Suite 1900, Indianapolis, IN 46204. Should Complainant fail to seek EEOC review, the EEOC will generally follow and adopt the Commission's action in this case.

March 19, 2009

  
Barbara Malone, Deputy Director  
Indiana Civil Rights Commission

**Service List for**  
**Notice of Administrative Dismissal**

Served by First Class U.S. Mail, addressed as follows:

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