

CHAJUANA HALE,  
Complainant,

v.

AMERICAN INSTITUTE OF  
TOXICOLOGY, INC.;  
Respondent.

FILE DATED

JUN 24 2011

Indiana State Civil Rights Commission

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

On May 16, 2011, Complainant Chajuana Hale ("Hale") and Respondent American Institute of Toxicology, Inc. ("AIT") filed their Joint Motion To Dismiss.

Having carefully considered the foregoing and being duly advised in the premises, the Indiana Civil Rights Commission ("ICRC") enters the following findings of fact, conclusions of law, and order.

### **FINDINGS OF FACT**

1. This proceeding began when Hale filed a complaint with the ICRC against AIT alleging that he had been terminated from employment by AIT because of race and/or sex. COMPLAINT OF DISCRIMINATION (October 29, 2007).
2. AIT denied Hales' claim of unlawful discrimination. ANSWER TO COMPLAINT (November 29, 2007).
3. The Joint Motion is expressly motivated by settlement.
4. There is no evidence of fraud, coercion, duress, or any other reason not to approve of the requested 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. 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. Hale's complaint is **DISMISSED**, with prejudice.

### **INDIANA CIVIL RIGHTS COMMISSION**

  
COMMISSIONER

  
COMMISSIONER

  
COMMISSIONER

  
COMMISSIONER

Dated: 24 June 2011

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

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

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