

FILE DATED

APR 20 2007

Indiana State Civil Rights Commission

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

**MEGAN J. BLAIN,
and
LORIE STEARNS;**

Complainants,

**DOCKET NO. EMsh03080256
EEOC NO. 24FA300235
DOCKET NO. EMsh03080258
EEOC NO. 24FA300238**

VS.

COMPLETE STOP, INC.;
Respondent.

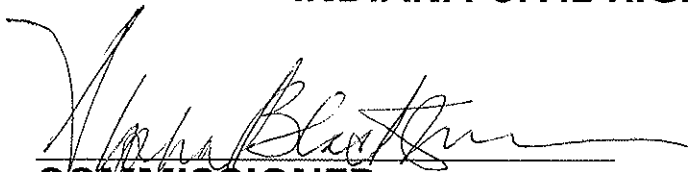
FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On April 4, 2007, 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: 20 April 2007

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

Megan J. Blain
4915 Cronk Street
Pleasant Lake, IN 46779-9566

Lorie Stearns
6465 West 25 South
Angola, IN 46703

Complete Stop, Inc.
c/o Chief Executive Officer
1455 North 200 West
Angola, IN 46703

BARNES & THORNBURG LLP
BY: Harold R. Bickham, Esq. and James M. Winner, Esq.
Attorneys for Respondent Complete Stop, Inc.
1313 Merchants Bank Building
11 South Meridian Street
Indianapolis, IN 46204

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

Joshua Brewster, Esq.; Staff Attorney
Indiana Civil Rights Commission
Attorney for Complainants Megan J. Blain and Lorie Stearns
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, IN 46204-2255

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

FILE DATED

APR 04 2007

Indiana State Civil Rights Commission

**MEGAN J. BLAIN,
and
LORIE STEARNS;**

Complainants,

**DOCKET NO. EMsh03080256
EEOC NO. 24FA300235
DOCKET NO. EMsh03080258
EEOC NO. 24FA300238**

VS.

COMPLETE STOP, INC.;
Respondent.

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

On April 3, 2007, Complainants Megan J. Blain and Lori Stearns (collectively "Complainants"), filed Complainants' Motion To Dismiss, a motion to which Respondent – Complete Stop, Inc. ("CSI") - has not responded.

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. Complainants' complaints allege that their terminations from CSI were the result of unlawful sexual harassment in violation of the Indiana Civil Rights Law, IC 22-9. ("the ICRL").

2. CSI disputed Complainants' claims of unlawful discrimination.
3. Complainants' 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 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. Complainants' Motion To Dismiss is **GRANTED**.
2. Complainants' complaints are **DISMISSED**, with prejudice.

Dated: 04 April 2007


Robert D. Lange
Administrative Law Judge

To be served by first class mail this 4th day of April, 2007 on the following parties and attorneys of record:

Megan J. Blain
4915 Cronk Street
Pleasant Lake, IN 46779-9566

Lorie Stearns
6465 West 25 South
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Complete Stop, Inc.
c/o Chief Executive Officer
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BARNES & THORNBURG LLP
BY: Harold R. Bickham, Esq. and James M. Winner, Esq.
Attorneys for Respondent Complete Stop, Inc.
1313 Merchants Bank Building
11 South Meridian Street
Indianapolis, IN 46204

and to be personally served this 4th day of April, 2007 on the following:

Joshua Brewster, Esq.; Staff Attorney
Indiana Civil Rights Commission
Attorney for Complainants Megan J. Blain and Lorie Stearns
Indiana Government Center North
100 North Senate Avenue, Room N103
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Indiana Civil Rights Commission
c/o The Honorable Gregory Kellam Scott, Esq.; Director
Indiana Government Center North
100 North Senate Avenue, Room N103
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