

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

DOCKET NO. EMsh05110581

DONNA M. LAPADAT,
Complainant,

FILE DATED

vs.

AUG 28 2009

**STEFFEY INSURANCE
AGENCY, LLC;**

Indiana State Civil Rights Commission

Respondent.

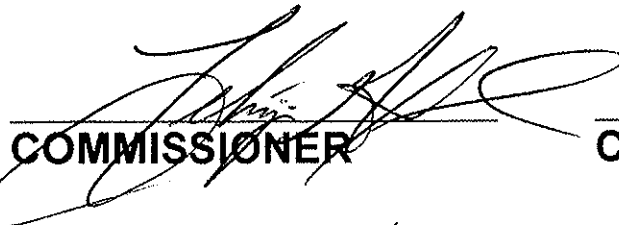
FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On June 5, 2009, 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: 28 August 2009

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

Donna M. Lapadat
25 Ashwood Circle
Brownsburg, IN 46112

LAW OFFICES OF LAWRENCE M. REUBEN
BY: Lawrence M. Reuben, Esq.
Attorneys for Complainant Donna M. Lapadat
136 East Market Street, Suite 200
Indianapolis, IN 46204

Steffey Insurance Agency, LLC
c/o Chief Executive Officer
8395 Keystone Crossing, Suite 300
Indianapolis, IN 46240

BOSE McKINNEY & EVANS LLP
BY: David L. Swider, Esq. and Gregory W. Guevara, Esq.
Attorneys for Respondent Steffey Insurance Agency, LLC
111 Monument Circle, Suite 2700
Indianapolis, IN 46204

STATE OF INDIANA
CIVIL RIGHTS COMMISSION

DOCKET NO. EMsh05110581

DONNA M. LAPADAT,
Complainant,

FILE DATED

vs.

JUN 12 2009

STEFFEY INSURANCE
AGENCY, LLC;

Indiana State Civil Rights Commission

Respondent.

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

On June 11, 2009, Complainant, Donna M. Lapadat ("Lapadat"), and Respondent Steffey Insurance Agency, LLC ("Steffey"), each by counsel, filed their Stipulation Of Dismissal With Prejudice.

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 Lapadat's claim that she was subjected to a hostile working environment based upon sexual harassment and that she was terminated from her position because she complained about that environment. COMPLAINT OF DISCRIMINATION (November 10, 2005), ORDER GRANTING MOTION FOR RECONSIDERATION AND RESCHEDULING PROCEEDINGS (September 17, 2008).

2. Steffey denies Lapadat's claim of unlawful discrimination. ANSWER (November 28, 2005).
3. The Stipulation is apparently 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.

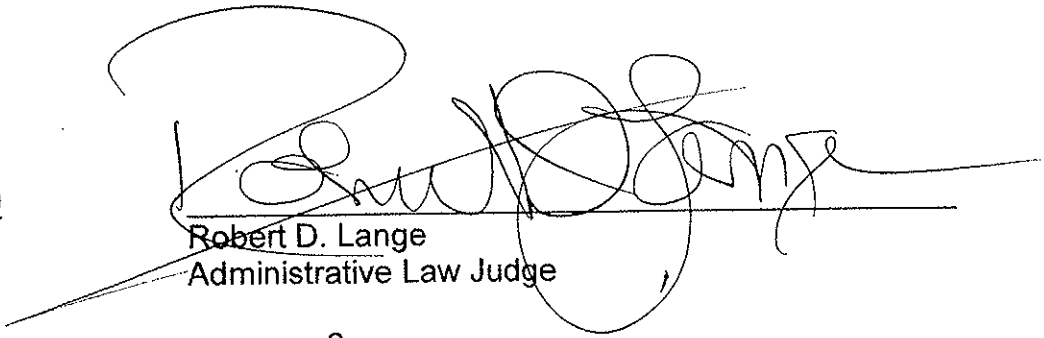
CONCLUSIONS OF LAW

1. The ICRC has jurisdiction over the subject matter and the parties.
2. Settlement is a favored resolution and should be encouraged.
3. 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 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 Stipulation Of Dismissal With Prejudice is **GRANTED**.
2. Lapadat's complaint is **DISMISSED**, with prejudice.

Dated: 12 June 2009


Robert D. Lange
Administrative Law Judge

To be served by first class mail this 12th day of June, 2009 on the following parties and attorneys of record:

Donna M. Lapadat
25 Ashwood Circle
Brownsburg, IN 46112

LAW OFFICES OF LAWRENCE M. REUBEN
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Indianapolis, IN 46204

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Indianapolis, IN 46240

BOSE McKINNEY & EVANS LLP
BY: David L. Swider, Esq. and Gregory W. Guevara, Esq.
Attorneys for Respondent Steffey Insurance Agency, LLC
111 Monument Circle, Suite 2700
Indianapolis, IN 46204

and to be personally served this 12th day of June, 2009 on the following:

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