

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

DOCKET NO. EDra09110410

CHRISTOPHER LOFTON o/b/o CHRIS LOFTON, JR.;
Complainant,

FILE DATED

JUN 22 2012

INDIANA CIVIL RIGHTS COMMISSION

v.

NORTH PUTNAM COMMUNITY SCHOOLS,
Respondent.

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On May 3, 2012, 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



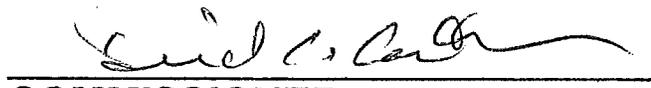
COMMISSIONER



COMMISSIONER



COMMISSIONER



COMMISSIONER

Dated: 22 June 2012

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

Christopher Lofton
7530 Mocking Bird Lane Apt. 306
San Antonio, TX 78229-2938

Christopher Lofton, Jr.
181 Jefferson Valley
Coatesville, IN 46121

North Putnam Community Schools
c/o Mary Sugg Lovejoy, Ph. D., Superintendent
P.O. Box 169
300 Washington Street
Bainbridge, IN 46105

BOSE McKINNEY & EVANS LLP
BY: Karen Glasser Sharp, Esq.
Attorneys for Respondent North Putnam Community Schools
111 Monument Circle, Suite 2700
Indianapolis, IN 46204

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

Michael C. Healy, Esq.; Staff Counsel
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, IN 46204-2255

**STATE OF INDIANA
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CHRISTOPHER LOFTON o/b/o CHRIS LOFTON, JR.;
Complainant,

**FILE DATED
MAY 03 2012**

INDIANA CIVIL RIGHTS COMMISSION

v.

NORTH PUTNAM COMMUNITY SCHOOLS,
Respondent.

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

On April 23, 2012, Complainant, Christopher Lofton obo Chris Lofton, Jr. ("Lofton"), and Respondent, North Putnam Community Schools ("the School"), filed their Joint Motion To Dismiss..

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 began when Lofton filed a complaint with the ICRC alleging that the younger Lofton had been subjected to disparate discipline because of race and sex. COMPLAINT OF DISCRIMINATION (November 10, 2009).
2. The School denies that claim. ANSWER TO NOTICE OF COMPLAINT (December 3, 2009).
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.

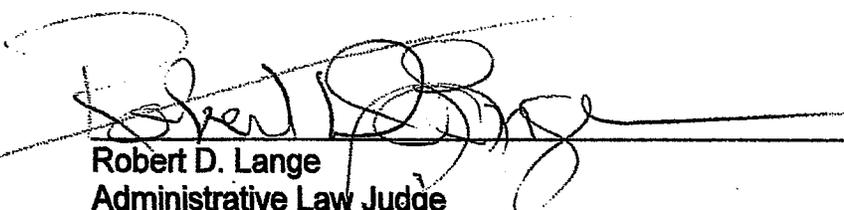
CONCLUSIONS OF LAW

1. The ICRC has jurisdiction over the subject matter and the parties.
2. Settlement is a favored resolution and should be encouraged.
3. 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 Joint Motion To Dismiss is **GRANTED**.
2. The Status Conference that had been scheduled for June 4, 2012 is **CANCELLED**.
3. Lofton's complaint is **DISMISSED**, with prejudice.

Dated: 03 May 2012


Robert D. Lange
Administrative Law Judge

To be served by first class mail this 3rd day of May, 2012 on the following parties and attorneys of record:

Christopher Lofton
P.O. Box 34121
San Antonio, TX 78265-4121

Christopher Lofton, Jr.
181 Jefferson Valley
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North Putnam Community Schools
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P.O. Box 169
300 Washington Street
Bainbridge, IN 46105

BOSE McKINNEY & EVANS LLP
BY: Karen Glasser Sharp, Esq.
Attorneys for Respondent North Putnam Community Schools
111 Monument Circle, Suite 2700
Indianapolis, IN 46204

and to be personally served this 3rd day of May, 2012 on the following attorney of record:

Michael C. Healy, Esq.; Staff Counsel
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, IN 46204-2255

and to be served by electronic mail this 3rd day of May, 2012 on the following:

Indiana Civil Rights Commission
c/o Jamal L. Smith, Executive Director