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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JULY 21, 2025

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center North, 100 North Senate Avenue,
Room N300, Indianapolis, Indiana, on Monday,
July 21, 2025 at 1:04 o'clock p.m.

- - -

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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson
4 Steven A. Ramos
5 Holli Harrington
6 James W. Jackson

7 INDIANA CIVIL RIGHTS COMMISSION
8 By Jose Evans, Director
9 & David Fleischhacker, Deputy Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N300
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Michael Lostutter
16 Christiana Afuwape
17 Lucy Travis
18 Cecelia Kibada
19 Philip Clay

20 ALSO PRESENT:

21 Mike Speedy
22 Hannah Oates
23 Rebecca Loeffler
Charlieray Armstrong
Vanessa Powell
Lelani Sabo
Shaunthi Gaur
Meghan Blackwell

- - -

1 1:04 o'clock p.m.

2 July 21, 2025

- - -

3 CHAIRPERSON SLASH: All right. It
4 is 1:04 p.m., and we'll call this meeting of the
5 Indiana Civil Rights Commission to order. We
6 have an established agenda, but prior to our
7 established agenda, we have a visitor that I'd
8 like to give the first 15 minutes to, the
9 Secretary of Business Affairs, Mike Speedy.

10 MR. SPEEDY: Thank you.

11 I just came in here to say hello,
12 introduce myself. It's a very important agency
13 that I want to learn more about and support, and
14 that's my job as Secretary of Business Affairs.
15 I see myself as a coach, as a team member, and
16 everyone's very important on this team, and I'm
17 glad I'm here today to meet some of you for the
18 first time.

19 Comm. Harrington, nice to meet you.

20 COMM. HARRINGTON: Uh-huh.

21 MR. SPEEDY: Thank you for your
22 service on this board, and I'm enjoying my -- a
23 continuation of my public service. I was a

1 legislator for a long time, and now I get to be a
2 part of this new team, and I do like it very
3 much.

4 So, I just came here to say hi. I want
5 you to know that my door's always open, if you
6 need a sounding board or someone to -- just look
7 me up, and I don't -- if you don't already have
8 my cell number, I'll certainly get it to you.
9 But I'm here to help and serve.

10 Thank you for recognizing me.

11 CHAIRPERSON SLASH: Certainly. Thank
12 you for joining us today.

13 Okay. And we'll begin with our regularly
14 scheduled agenda.

15 MR. LOSTUTTER: All right.

16 First, please be advised no party will be
17 allowed to speak directly to the Commission
18 during any Commission meeting except during a
19 previously scheduled oral argument or during our
20 Public Comments time directly before the end of
21 the meeting.

22 Concerning appeals, the Commissioners will
23 make their initial determinations based on the

1 complaint, the notice of finding, the appeal, and
2 the final investigative report. You must not
3 address the Commission members except and unless
4 you are addressed directly by them.

5 If you have any questions about your case,
6 please wait to speak to the Docket Clerk until
7 after the Commission meeting ends. If you are
8 here to make remarks during the Public Comments
9 time, please be aware that you will only be
10 allowed two minutes to speak.

11 Thank you.

12 CHAIRPERSON SLASH: Thank you. And
13 we can begin with announcing the agenda.

14 MR. LOSTUTTER: Well, we will have
15 approval of previous meeting minutes; we will
16 have the ICRC Director's Report presented; we
17 have Old Business, a couple of cases; then we
18 have about eight cases, appeals to assign; we
19 have the review of ALJ Decisions and Orders, two
20 of which will need to be voted on; and we have
21 reading into the record of one case that's
22 already been automatically confirmed.

23 CHAIRPERSON SLASH: Thank you.

1 Also, I believe we're supposed to hold an
2 election today.

3 MR. LOSTUTTER: Uh-huh --

4 CHAIRPERSON SLASH: However --

5 MR. LOSTUTTER: We are.

6 CHAIRPERSON SLASH: -- due to only
7 having four Commissioners, I'd like to postpone
8 our election until the August meeting so that we
9 have a little bit more of our representation
10 present.

11 With that in mind, I'll first call for
12 approval of last month's meeting minutes.

13 VICE-CHAIR RAMOS: Motion to approve.

14 COMM. HARRINGTON: Second.

15 CHAIRPERSON SLASH: Okay. All in
16 favor?

17 (Commission members responded, "Aye.")

18 CHAIRPERSON SLASH: Motion carries.

19 Thank you.

20 All right. And we don't have anyone on
21 the line, so we don't have to roll call. All
22 right. We'll begin with ICRC Director's Report.

23 (Discussion off the record.)

1 MR. FLEISCHHACKER: All right. I
2 just have a few things to report on.

3 Some ongoing matters that we had, our HUD
4 contract case processing period ended at the end
5 of June for this past year, and we ended up --
6 it's right around 170 cases we're finalizing with
7 HUD right now, looking at the cases, which is
8 right on track with where we were last year, so
9 good numbers there. EEOC, we're -- we remain on
10 track to meet our 700-case target goal for the
11 contract period that ends September 30th, so like
12 I said, we remain on track to meet that.

13 As far as some metrics go for the year,
14 kind of the halfway point, our inquiries are up
15 15 percent through the end of June. We were
16 at 1,544 inquiries compared to 1341 last year at
17 this time. Our formalized complaints are up just
18 under three percent, so 555 formalized complaints
19 through the end of June compared to 541 last
20 year.

21 Our case closures are up eight and a half
22 percent, 383 cases closed through the end of June
23 compared to 353 last year, and settlement relief

1 obtained monetarily is down, around just under 13
2 percent, but still we've recovered right around
3 \$365,000 in monetary relief for complainants
4 through the first six months of 2025, in addition
5 to all of the other affirmative relief that is
6 attached to those settlements.

7 So, we remain on track and a little bit
8 ahead of where we were last year at this point,
9 so we're continuing to do the good work that the
10 Commission does.

11 CHAIRPERSON SLASH: Thank you.

12 Any questions?

13 (Discussion off the record.)

14 CHAIRPERSON SLASH: Go ahead.

15 MR. EVANS: Thank you, Commissioner.

16 So, just to add, we were contacted by EEOC
17 last week -- Dave was on vacation -- and they're
18 interested in giving us some more cases, so I
19 think that number's going to significantly
20 increase within the next month or two.

21 Also, I've had the opportunity to actually
22 do -- to participate in a C.O.R.E. event, and for
23 those of you who don't know, C.O.R.E. stands for

1 Community Outreach and Resource Education. It's
2 a program that we've been doing for years where
3 we actually try to meet people of different
4 Indiana communities, mostly at public libraries,
5 community centers.

6 So, basically staff will set up a table,
7 we'll pass out literature, answer questions, and
8 if people even have -- want to make a -- file a
9 complaint at that moment, we'll set up an
10 oppor -- give them the opportunity to file a
11 complaint.

12 So, I've actually had a chance to
13 participate in this, and it was in -- on May 29th
14 in Terre Haute, Indiana. So, me and my staff, we
15 met here at 6:00 o'clock in the morning and drove
16 all of the way to Terre Haute, got there at 8:00,
17 set up, and we were there from 8:00 o'clock
18 till 4:30ish, and we saw one person. One.

19 So, you know, the resources and the time
20 that we spent to prepare and, you know, just to
21 meet one person, it was just, for me,
22 unacceptable. So, with that, I went ahead and
23 had a -- my staff agency got a committee together

1 and we talked about "What can we do to visit and
2 meet more people for our C.O.R.E.?"

3 So, we had a committee that met, and just
4 real quickly, because I don't want to hold us up,
5 but some of the recommendations that the staff
6 came up with, employment-related events may not
7 be effective at libraries, so maybe we should
8 start going to job seekers rather than people
9 coming to do civil rights complaints, you know,
10 at libraries for employment resources, also using
11 social media, YouTube, interactive booths to
12 educate and attract more people.

13 Also, one of the major things that we are
14 thinking about doing is contacting various
15 organizations that -- people may be unaware of
16 their civil rights at these organizations, so
17 we'll probably talk to just like big
18 organizations, Christians, Hindus, just all -- I
19 mean just the whole gamut, just reaching out to
20 see if they're interested in maybe having us come
21 to one of their services and setting up a table,
22 using QR codes to attract more -- you know, to
23 attract more people, leveraging partnerships,

1 Workforce Development, collaborating with mental
2 health services, and leveraging partnerships
3 possibly with some sports agencies.

4 So, these are just some of the suggestions
5 that my staff and I have come up with, but we're
6 definitely going to restructure and revamp the
7 C.O.R.E., because after I've done more research,
8 we'll go somewhere and we'll see five people or
9 six people then.

10 And for us to drive to wherever for hours
11 and hours and, you know, spend time and active
12 resources and only see a few people is not a
13 great use of our money. So, we are currently
14 revamping, and the goal will be to reach more
15 people within an amount of time.

16 And that's all I have for what we've done
17 in June.

18 COMM. HARRINGTON: Yeah. The only
19 question I have is: What outreach was done on
20 the front end of this one that resulted only in
21 one person? Because I know you schedule these --

22 MR. EVANS: Yeah.

23 COMM. HARRINGTON: -- far in advance.

1 MR. EVANS: So, from my
2 understanding, what happens is normally we will
3 reach out to an organization, and then, you know,
4 we'll confirm the location and time that we're
5 going to do this C.O.R.E., and then that
6 organization is responsible for getting the word
7 out.

8 Now, also we may have put something out on
9 Facebook or something like that, but currently
10 our reach is not that large statewide via our
11 social media, but I do have someone new that's
12 handling our social media, and that's some -- one
13 of the things that we're going to be working on
14 is trying to get more people to follow us on all
15 of our social media.

16 But as far as the majority of the
17 promotion, it's whoever we decide to work with,
18 they're responsible for getting to their
19 community and spreading the word out that we're
20 in the area.

21 COMM. HARRINGTON: So, for that one,
22 it was the library?

23 MR. EVANS: For that one, it was

1 Workforce Development --

2 COMM. HARRINGTON: Okay.

3 MR. EVANS: -- in Terre Haute.

4 COMM. HARRINGTON: Well, one
5 recommendation is -- as it relates to outreach --
6 is trying to meet people where they are, and I
7 would say, post the pandemic and COVID, there are
8 a lot of events, and so, if there's a way to
9 piggy-back off of an event where you know people
10 are going to be, and then going --

11 MR. EVANS: Yes, ma'am.

12 COMM. HARRINGTON: -- to that, that
13 takes a lot of the burden off that.

14 MR. EVANS: Uh-huh.

15 COMM. HARRINGTON: Right now, from a
16 community and a business perspective, folks have
17 so much to choose from, so if you can adopt a
18 strategy of going to where people are --

19 MR. EVANS: Yeah, uh-huh.

20 COMM. HARRINGTON: -- and then that
21 guarantees attendance and people, versus trying
22 to create something that's in conflict --

23 MR. EVANS: Okay.

1 COMM. HARRINGTON: -- with something,
2 not understanding the natures of the different
3 communities that you're trying to target. So,
4 just a recommendation.

5 MR. EVANS: I appreciate that. Duly
6 noted, and that's something that we're definitely
7 going to be doing.

8 Yes, sir.

9 VICE-CHAIR RAMOS: I think you're
10 also -- on the upcoming State Fair, do you have a
11 day or something with that?

12 MR. EVANS: Well, we were -- I
13 contacted -- we have been doing the State Fair,
14 and the State Fair's going right now, and we
15 participated in the State Fair a couple of years
16 ago -- or a few years ago, and I know we tried to
17 do it one year all seven days, and that was
18 horrible.

19 Last year -- again, that's why I want
20 to -- last year, I think we did one day, which
21 was okay. However, from what I'm told, we had it
22 one day, but we really didn't accomplish what we
23 really needed to accomplish. So, we did have a

1 meeting with the State Fair. We're not going to
2 be able to do it this year; however, the State
3 Fair wants to -- wants us to.

4 And like I said, Comm. Harrington, there
5 are a whole bunch of opportunities here at the
6 State Fair that we can piggy-back on, and that's
7 what we're going to do. We're going to -- you
8 know, maybe it's a concert or maybe it's a -- I'm
9 not going to say a gun show, but, you know, the
10 State Fair has everything. So, we will be
11 working with them to figure out what are those
12 events that we can piggy-back on, and then once
13 we figure out what those are, we'll probably
14 attach ourselves to that and then try to get some
15 foot -- some foot traffic.

16 VICE-CHAIR RAMOS: Another question,
17 then, in regards to Terre Haute: The University
18 is there, and it's a magnet for people, but it's
19 also an opportunity for education for younger
20 people --

21 MR. EVANS: Uh-huh.

22 VICE-CHAIR RAMOS: -- to understand
23 this whole process. Has there been communication

1 with ISU?

2 MR. EVANS: That's -- Commissioner,
3 I'm going to say no, there has not been any
4 communication, but I will say we're on the same
5 wavelength, because my staff and I, we've already
6 identified Indiana University, the School of Law,
7 and Notre Dame School of Law, so we've already
8 reached out to those two organizations.

9 And we're literally in the conversations
10 of now possibly even doing a C.O.R.E. on campus
11 or, more importantly, doing some type of training
12 for those law students on, you know, what civil
13 rights, you know, are and what we do and
14 everything like that.

15 So -- so, we're kind of in the same
16 wavelength. Well, we have not talked to Ball
17 State, but we have -- but we have identified that
18 we probably need to start reaching out to our
19 local universities statewide, because they're
20 great resources. They already have the students.

21 So, that could be a huge opportunity for
22 us to promote, because, again, you know, we're
23 supposed to promote, and also this C.O.R.E. is to

1 promote and teach people about their civil
2 rights, which is -- the universities can help us
3 with. And then also, give people opportunities
4 to file complaints if they can't come to -- come
5 downtown or go on-line. So, yes.

6 VICE-CHAIR RAMOS: I would encourage
7 the Department of Education as well, because one
8 of these -- one of these students that interface
9 with all walks of life, and they can be huge in
10 helping to influence these young people that are
11 in need of guidance.

12 MR. EVANS: Yes, sir, I agree.

13 CHAIRPERSON SLASH: And for me, not
14 to add too many things on there, but a press
15 release, like the press release that accompanies
16 it to the different communities --

17 MR. EVANS: Uh-huh.

18 CHAIRPERSON SLASH: -- so that the
19 surrounding community can also potentially have a
20 news or radio --

21 MR. EVANS: Yes.

22 CHAIRPERSON SLASH: -- heads-up that
23 they can walk in and do this.

1 MR. EVANS: Yeah, I like that,
2 because we -- I don't think we've been doing that
3 as well, so that would be --

4 CHAIRPERSON SLASH: Yeah, it does
5 seem to be like the kind of thing for communities
6 outside of Indianapolis, because they are -- you
7 have been on Indianapolis radio in the past.

8 MR. EVANS: Yes.

9 CHAIRPERSON SLASH: But I would
10 imagine that in the other areas, not so much.

11 MR. EVANS: Yeah, I think so.

12 VICE-CHAIR RAMOS: I have one more
13 comment --

14 CHAIRPERSON SLASH: Go ahead.

15 VICE-CHAIR RAMOS: -- unrelated.

16 You had an amazing event earlier this year
17 at the Governor's Reception --

18 MR. EVANS: Thank you very much.

19 VICE-CHAIR RAMOS: -- which was well
20 received, and thank you for that. So, I'm --

21 MR. EVANS: Again, thank you very
22 much for coming and attending, both you and
23 Comm. Tolliver. I saw both of you two at the --

1 there in the C.O.R.E. Convention. So, again,
2 thank you all for coming. I'm going to talk
3 about that next month. But yeah, you know, I
4 could not have done that without my staff. By
5 the time I got on board, we really started
6 focusing on it. We only had like two and a half,
7 three weeks, really, to make that happen.

8 Luckily, Sec. Speedy was able to help us
9 and make sure that the Governor was -- attended,
10 and that was the major part of this, especially,
11 you know, being Gov. Braun's first year at the
12 Indiana Black Expo, but with Sec. Speedy's help,
13 making sure the Governor was there, and then my
14 staff, Phil, Lucy and Cecelia, you know, it was
15 just really -- it was really easy to really put
16 this together.

17 It's a lot of work behind the scenes. I'm
18 sure you all know that, but with this team, it
19 was really simple. We had about 320 people that
20 actually RSVP'd to attend. I want to say -- and
21 we didn't do a count. I'm not sure, but I'd
22 probably guess maybe 150 to maybe less than
23 200ish, maybe, but, you know, when you give

1 somebody the opportunity to sign up for free,
2 everybody says they're coming.

3 But still, we had the greatest -- we had a
4 great event, and it was quick, to the point, and
5 a lot of people were really happy with what we
6 did. So, thank you very much for recognizing
7 that. I appreciate it.

8 CHAIRPERSON SLASH: Do you have any
9 questions? I didn't look at this side.

10 COMM. JACKSON: No.

11 MR. EVANS: All right. Thank you.

12 MR. SPEEDY: One quick point. As
13 another part of my job, I'm the Commissioner of
14 Labor, and we had a Governor's Award Ceremony in
15 Safety over -- and it's been around for 22 years,
16 and Gov. Braun was the first governor to ever
17 attend the Governor's Award for Safety, so being
18 present at these events are very important to
19 him. And prior governors weren't able to attend
20 for one reason or the other, but he is attending
21 these as much as possible, and I'm grateful for
22 that as well.

23 CHAIRPERSON SLASH: Thank you.

1 Any further questions?

2 (No response.)

3 CHAIRPERSON SLASH: Okay. Very good.

4 Thank you.

5 That concludes our Director's Report. Now
6 we'll move to Old Business. We have two cases
7 today, and the first one, Charlieray Armstrong
8 versus Indiana Department of Transportation,
9 Case EMha24010041. The case was assigned to
10 Vice-Chair Ramos.

11 Vice-Chair Ramos, do you have a
12 recommendation?

13 VICE-CHAIR RAMOS: Madam Chair, I
14 recommend that we uphold the Director's finding
15 of no probable cause.

16 CHAIRPERSON SLASH: Okay.

17 Is there a motion?

18 COMM. JACKSON: So moved.

19 CHAIRPERSON SLASH: Is there a
20 second?

21 COMM. HARRINGTON: Second.

22 CHAIRPERSON SLASH: Okay. All in
23 favor?

1 (Commission members responded, "Aye.")

2 CHAIRPERSON SLASH: Any opposed?

3 (No response.)

4 CHAIRPERSON SLASH: All right.

5 Motion carries.

6 The next one, we have David Tewell versus
7 Dolgencorp, LLC, Case EMse24020099. Do we have
8 parties here for oral argument today?

9 MR. LOSTUTTER: I believe that we
10 have, at least for the Respondent. I believe it
11 is --

12 MS. BLACKWELL: Yes. Megan Blackwell
13 for Dollar General, and Lelani Sabo for Dollar
14 General.

15 MR. LOSTUTTER: Okay.

16 I do not believe that we have anyone here
17 for the Complainant.

18 CHAIRPERSON SLASH: Okay. So, we do
19 not have anyone you saw for the oral argument
20 today?

21 MR. LOSTUTTER: Right.

22 CHAIRPERSON SLASH: If that's the
23 case, would you care to share anything? You have

1 about five minutes if you'd like to share with
2 us, since we don't have the Complainant present?

3 MS. BLACKWELL: Sure, that -- we'll
4 definitely take the opportunity to reiterate our
5 argument.

6 So, just a brief background of the facts.
7 Mr. Tewell is not here today. He applied for a
8 position at one of our Dollar General stores in
9 Indianapolis, Indiana. He didn't have a ton of
10 retail experience, so the Direct Manager who was
11 interviewing him suggested that he apply for a
12 field maintenance tech position.

13 So, Mr. Tewell did. We offered him a
14 conditional offer of employment for that
15 position. Our conditional offer of employment is
16 based on meeting a background check, which,
17 unfortunately, Mr. Tewell did not complete
18 successfully. What he now tries to claim is that
19 his background check, the failure thereof, is
20 because of his sex. The Commission originally
21 found no probable cause, which we agree with that
22 finding. There's no evidence that the rescission
23 of his offer was based on his sex.

1 The position he was offered, the field
2 maintenance tech, predominantly is, in that area,
3 filled by male employees. The District Manager
4 that interviewed Mr. Tewell, also a male. The
5 conditional offer of employment was extended. We
6 knew Mr. Tewell was a male, not that any of those
7 factors were based on his gender, but that does
8 discredit his claim that he was treated
9 differently based on his gender.

10 And then by way of kind of fast-forwarding
11 a little bit, during the charge process, we
12 re-extended that offer to Mr. Tewell and said,
13 "Hey, if you want to come back as a maintenance
14 tech, happy to do so," and he declined the offer.
15 And in part, that additional extension of
16 employment was based on -- unrelated to
17 Mr. Tewell, but we updated our background check
18 standards. So, had he applied a couple of months
19 later, we would have been a pass and would have
20 successfully completed our employment process.
21 But he did ultimately at that point decline to be
22 employed with us.

23 So, after review of the facts, we found

1 that there -- there is nothing to support his
2 claim that he was treated differently. He's yet
3 to point to any female employee that was treated
4 more favorably than him, and so, we do believe
5 that the Commission -- we believe their decision
6 of no probable cause is an accurate finding.

7 CHAIRPERSON SLASH: Thank you.

8 So, this case was assigned to
9 Comm. Tolliver originally; however, he let us
10 know he was not going to be able to be here. He
11 did provide a recommendation. However, I would
12 also like to make a recommendation, if I may. Is
13 that okay? My recommendation is that we uphold
14 the Deputy Director's finding of no probable
15 cause under the Indiana Civil Rights Law for both
16 issues.

17 VICE-CHAIR RAMOS: I recommend that
18 we -- a motion to approve.

19 CHAIRPERSON SLASH: Thank you.

20 COMM. JACKSON: Second.

21 CHAIRPERSON SLASH: Thank you.

22 All in favor?

23 (Commission members responded, "Aye.")

1 CHAIRPERSON SLASH: Any opposed?

2 (No response.)

3 CHAIRPERSON SLASH: Okay. The ayes
4 have it. Thank you so much for your time today
5 and for being here with us today.

6 MS. BLACKWELL: Thank you. Thank you
7 for your time.

8 MS. SABO: Thank you.

9 CHAIRPERSON SLASH: That concludes
10 our Old Business. Moving to New Business, I will
11 assign essentially down the line here. So, the
12 first case, Robert Groves versus Southwind
13 Apartments/Southwind Apartments, LLC/AGM
14 Management, Case HOrt25010013, Comm. Harrington.

15 Hem and Anjana Sharma versus Eagle Creek
16 Court LLC & Sexton Companies d/b/a M & J
17 Management Company LLC, Case HOfs24121169,
18 Vice-Chair Ramos.

19 Alyssa Johnson versus Kiesh Hospitality
20 LLC, IGH [sic] Hotels & Resorts, & Candlewood
21 Suites, Case HOha24121187, myself.

22 Louis W. [sic] Early, Sr. versus
23 Jeffery A. Brassea & Adele H. Brasses Trust,

1 Case HOha24121147, Comm. Jackson.

2 Katelyn Russell versus Prime Time
3 Manufacturing, a Division of Forest River, Inc.,
4 Case EMse24050311. They're requesting an oral
5 argument. I'm going to give that one to
6 Comm. Harrington.

7 Charlieray Armstrong versus Indiana
8 Department of Transportation, Case EMrt25020137,
9 Vice-Chair Ramos.

10 Kathryn E. Wilson versus Lafayette
11 Transitional Housing Center, Inc.,
12 Case HOfs25040237, myself.

13 And Sam -- I don't want to mispronounce
14 this.

15 MR. LOSTUTTER: Mouratides.

16 CHAIRPERSON SLASH: Mouratides, thank
17 you -- versus Northern Indiana Public Service
18 Company, Case EMre24090781, Comm. Jackson, and
19 they are requesting an oral argument as well.

20 Okay. That is the assignment of our New
21 Business. Now we'll move into ALJ Decisions and
22 Orders. The first one is Shannon Black versus
23 Park Hospitality, LLC d/b/a Best Western Plus

1 Northwest, submitted on May 19th.

2 The Administrative Law Judge in this
3 matter has found a Respondent is in default and
4 must pay the Complainant a total of ten thousand
5 three hundred sixty-one dollars, fifty -- and
6 fifty cents in damages. The Respondent is
7 ordered to cease and desist from discriminating
8 against people because of disability in the
9 protected area of employment and taking steps to
10 make sure that it does not happen again.

11 The Complainant has filed an Objection and
12 Request for Modification to the decision by the
13 ALJ. The Respondent has filed a Notice of
14 Inability to Comply with the Order Issued by
15 the ALJ, and the Complainant has thirty days to
16 respond, so no action is to be taken at this
17 time.

18 The next case, Andria Moss versus Miller
19 Transportation, Case PAha21110432. The
20 Administrative Law Judge in this matter has found
21 that the Respondent has violated the ICRL, and
22 that the Complainant is entitled to emotional
23 distress and damages in the amount of thirty

1 thousand dollars, and the sum of forty-nine
2 dollars as compensation for the cost of the bus
3 ticket.

4 The Respondent is ordered to cease and
5 desist from discriminating against people on the
6 basis of disability in the protected area of
7 public accommodation and taking steps to make
8 sure that this does not happen again. The
9 objection period in this matter has closed.

10 At this time I'll need a motion to affirm?

11 MR. LOSTUTTER: No.

12 MR. FLEISCHHACKER: Yeah, and then
13 this is the one -- this matter, after the ALJ
14 ordered -- or a nonfinal order was issued, the
15 parties submitted an agreed entry, so the
16 Commission will need to vote on both the nonfinal
17 order, to determine the final status of that, but
18 also the agreed entry as a settlement for the
19 parties as well.

20 CHAIRPERSON SLASH: Okay. So, if we
21 could begin with a motion to affirm -- again,
22 could we have a motion to affirm based on the ALJ
23 order that we have here, and the objection period

1 in this matter being closed? Is there a motion?

2 COMM. HARRINGTON: Motion to affirm.

3 CHAIRPERSON SLASH: Is there a
4 second?

5 COMM. JACKSON: Second.

6 VICE-CHAIR RAMOS: Second.

7 CHAIRPERSON SLASH: Okay.

8 All in favor?

9 (Commission members responded, "Aye.")

10 CHAIRPERSON SLASH: Any opposed?

11 (No response.)

12 CHAIRPERSON SLASH: Okay. So, that
13 motion carries. For the record, best case for me
14 to read this one in, or how would you --

15 MR. FLEISCHHACKER: Yeah, you can --

16 CHAIRPERSON SLASH: Okay. So, I'm
17 just going to go through one through five on this
18 one. Fair enough?

19 MR. FLEISCHHACKER: (Nodded yes.)

20 CHAIRPERSON SLASH: Okay.

21 So, also in the case of Andria Moss versus
22 Miller Transportation, Inc., this is as the
23 agreement has been entered on behalf of both.

1 Neither party will object or appeal recommended
2 Findings of Fact, Conclusions of Law and Order.

3 Respondent agrees to pay to Complainant
4 compensatory damages for emotional distress and
5 lost bus ticket in the amount of thirty thousand
6 dollars forty-nine -- thirty-thousand forty-nine
7 dollars, and litigation expenses in the amount of
8 one thousand nine hundred sixty-six dollars
9 thirteen cents, for a total of thirty-two
10 thousand fifteen dollars and thirteen cents.

11 The check shall be made to Ciobanu Law
12 Trust Account, with Andria Moss noted in the
13 memo. It shall be mailed or otherwise delivered
14 to 902 East 66th Street, Indianapolis by
15 July 18th. Counsel will provide an electronic
16 copy of the check to the ICRC or Respondent's
17 counsel and may provide a copy to the ICRC
18 within thirty days. The parties adopt the
19 decision and order in all respects.

20 Is there a motion -- this will be an
21 affirm; correct?

22 MR. FLEISCHHACKER: To approve.

23 CHAIRPERSON SLASH: To approve.

1 Thank you.

2 Is there a motion to approve this
3 agreement by the parties?

4 VICE-CHAIR RAMOS: So moved.

5 CHAIRPERSON SLASH: Is there a
6 second?

7 COMM. JACKSON: Second.

8 CHAIRPERSON SLASH: Okay.

9 All in favor?

10 (Commission members responded, "Aye.")

11 CHAIRPERSON SLASH: All opposed?

12 (No response.)

13 CHAIRPERSON SLASH: Okay. None.

14 Thank you. And thank you for helping me walk
15 through that.

16 Okay. The next case, Gerald Rowe versus
17 Health & Hospital Corporation of Marion County
18 d/b/a Eskenazi Health, Case PAha22010026. The
19 Administrative Law Judge in this matter has found
20 that the Respondent has violated the ICRL and is
21 ordered to cease and desist from discriminating
22 against people on the basis of disability in the
23 protected area of public accommodation and to

1 take steps to make sure that it does not happen
2 again.

3 The Complainant, by their counsel, has
4 filed an Objection to the Recommended Findings of
5 Fact and Conclusions of Law and Order issued by
6 the ALJ, and the Respondent has thirty days to
7 respond, so no action is taken at this time.
8 We'll see that one next month.

9 Okay. The next case, ICRC/Jason Johnson
10 versus Extended Stay America, Case HOha23030250.
11 The Administrative Law Judge in this matter has
12 granted the Complainant's Motion for Dismissal
13 and -- as you parties have reached a settlement.
14 The objection period in this matter has closed.

15 Is there a motion to affirm?

16 VICE-CHAIR RAMOS: So moved.

17 CHAIRPERSON SLASH: Is there a
18 second?

19 COMM. HARRINGTON: Second.

20 CHAIRPERSON SLASH: Okay.

21 All in favor?

22 (Commission members responded, "Aye.")

23 CHAIRPERSON SLASH: Any opposed?

1 (No response.)

2 CHAIRPERSON SLASH: And this last
3 case that I have has been automatically -- it is
4 an ALJ -- an ALJ decision that's been
5 automatically confirmed, so we're reading it in
6 for the record. The case of Rick Gale versus
7 Memorial Hospital, Case PAha24090910. Okay. And
8 that concludes our New Business and our Old
9 Business for the day.

10 The next thing is just to confirm that we
11 can be here next month. Does anyone have
12 conflicts with August 18th?

13 VICE-CHAIR RAMOS: No, but I might
14 bring some guests with me.

15 CHAIRPERSON SLASH: You might bring
16 guests? We like it.

17 VICE-CHAIR RAMOS: From Germany.

18 CHAIRPERSON SLASH: From Germany;
19 okay.

20 Anyone have any -- let's just take a quick
21 moment. We're small today, so we want to make
22 sure that we're not small next month. And can I
23 note that we can confirm with the rest of the

1 Commissioners their attendance for next month?

2 MR. LOSTUTTER: Yes.

3 VICE-CHAIR RAMOS: Uh-huh.

4 CHAIRPERSON SLASH: We can't put off
5 an election forever.

6 VICE-CHAIR RAMOS: No.

7 CHAIRPERSON SLASH: Okay. I will
8 clear myself. The 18th feels good for all of us
9 here.

10 MR. LOSTUTTER: Okay.

11 CHAIRPERSON SLASH: All right. Is
12 there anyone here with announcements today?

13 (No response.)

14 CHAIRPERSON SLASH: Is there anyone
15 here with public comment today that we have
16 registered?

17 (No response.)

18 CHAIRPERSON SLASH: Okay. With that
19 being said, the time is 1:34. This meeting is
20 now adjourned.

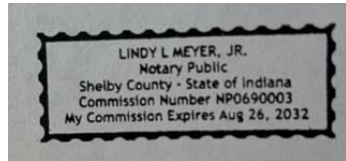
21 - - -
22 Thereupon, the proceedings of
23 July 21, 2025 were concluded
at 1:34 o'clock p.m.

- - -

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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Monday, July 21, 2025 in this matter and transcribed by me.



Lindy L. Meyer, Jr.

Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires August 26, 2032.

Commission No. NP0690003

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