

STATE OF INDIANA
CIVIL RIGHTS COMMISSION

DOCKET NO. EMha09080265
EEOC NO. 24FA900286

ANGELA LOUDERMILK,
Complainant,

FILE DATED

v.

JUN 24 2011

MORGAN COUNTY HUMANE
SOCIETY,
Respondent.

Indiana State Civil Rights Commission

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On April 20, 2011, 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: 24 June 2011

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

Angela Loudermilk
21 South Outer Drive
Martinsville, IN 46151

Morgan County Humane Society
c/o Chief Executive Officer
690 West Mitchell Avenue
Martinsville, IN 46151

BUNGER & ROBERTSON
BY: James L. Whitlatch, Esq.
Attorneys for Respondent Morgan County Humane Society
226 South College Square
Post Office Box 910
Bloomington, IN 47402-0910

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

ANGELA LOUDERMILK,
Complainant,

v.

MORGAN COUNTY HUMANE
SOCIETY,
Respondent.

FILE DATED

APR 20 2011

Indiana State Civil Rights Commission

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

On April 19, 2011, Complainant Angela Loudermilk ("Loudermilk") and Respondent Morgan County Humane Society ("MCHS") 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 Loudermilk filed a complaint with the ICRC against MCHS alleging that she was terminated from employment with MCHS because of disability. COMPLAINT OF DISCRIMINATION (August 4, 2009).
2. MCHS denied Loudermilk's claim of unlawful discrimination. ANSWER (October 28, 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.

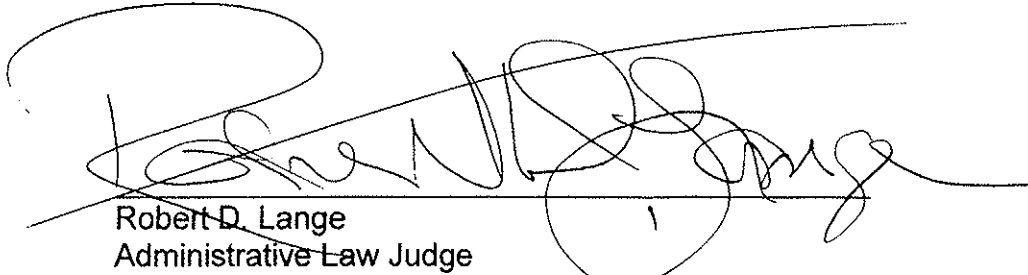
CONCLUSIONS OF LAW

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 parties' Joint Motion To Dismiss is **GRANTED**.
2. Loudermilk's complaint is **DISMISSED**, with prejudice.

Dated: 20 April 2011


Robert D. Lange
Administrative Law Judge

To be served by first class mail this 20th day of April, 2011 on the following parties and attorneys of record:

Angela Loudermilk
21 South Outer Drive
Martinsville, IN 46151

Morgan County Humane Society
c/o Chief Executive Officer
690 West Mitchell Avenue
Martinsville, IN 46151

BUNGER & ROBERTSON
BY: James L. Whitlatch, Esq.
Attorneys for Respondent Morgan County Humane Society
226 South College Square
Post Office Box 910
Bloomington, IN 47402-0910

and to be personally served this 20th day of April, 2011 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 20th day of April, 2011 on the following:

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