

STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

DOCKET NO. EMre08060371  
EEOC NO. 24F-2008-00433

TAMMY SNOOK,  
Complainant,

v.

OAK WOODS MANOR;  
RETIREMENT  
MANAGEMENT, INC.;  
PROFESSIONAL STAFF  
MANAGEMENT, INC.; SNH  
RMI OAK WOODS MANOR  
PROPERTIES, LLC; FIVE  
STAR QUALITY CARE RMI,  
LLC; and SENIOR  
HOUSING PROPERTIES  
TRUST;

Respondents.

FILE DATED

JAN 27 2012 *al*

Indiana State Civil Rights Commission

### FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On December 22, 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.

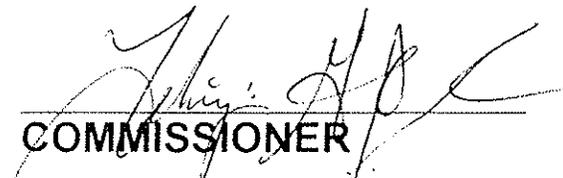
Having carefully considered the foregoing and being duly advised in the premises, the ICRC hereby adopts as its own the findings of fact, conclusions of law, and order

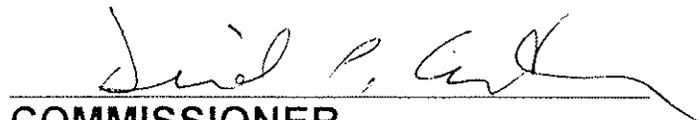
proposed by the ALJ in the proposed decision, a copy of which is attached hereto and incorporated herein by reference.

## INDIANA CIVIL RIGHTS COMMISSION

  
COMMISSIONER

  
COMMISSIONER

  
COMMISSIONER  
Dated: 27 January 2012

  
COMMISSIONER

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

Tammy Snook  
2400 Andrew Avenue #703  
LaPorte, IN 46350

Oakwood Manor  
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Five Star Quality Care – RMI, LLC  
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400 Centre Street  
Newton, MA 02458

Senior Housing Properties Trust  
c/o Chief Executive Officer  
400 Centre Street  
Newton, MA 02458

OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.  
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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

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Respondents.

FILE DATED

DEC 22 2011

Indiana State Civil Rights Commission

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

On December 21, 2011, Complainant, Tammy Snook ("Snook"), filed Complainant's Motion To Dismiss, a Motion that Respondents do not oppose..

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 Snook filed a complaint with the ICRC alleging that he had been discharged from employment because of religion. COMPLAINT OF DISCRIMINATION (June 12, 2008).
2. Snook's Motion is expressly motivated by settlement.
3. There is no evidence of fraud, coercion, duress, or any other reason not to approve of the requested dismissal.
4. 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. Complainant's Motion To Dismiss is **GRANTED**.
2. Snook's complaint is **DISMISSED**, with prejudice.

Dated: 22 December 2011



Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 22<sup>nd</sup> day of December, 2011 on the following parties and attorneys of record:

Tammy Snook  
2400 Andrew Avenue #703  
LaPorte, IN 46350

Oakwood Manor  
c/o Property Manager  
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and to be personally served this 22<sup>nd</sup> day of December, 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 this 22<sup>nd</sup> day of December, 2011 on the following:

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