

STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

DOCKET NO. EMse12010889  
EEOC NO. 24F-2012-00250

SARAH B. WILLIAMS,  
Complainant,

FILE DATED

v.

JUL 20 2012

ROCK BOTTOM  
RESTAURANT,

INDIANA CIVIL RIGHTS COMMISSION

Respondent.

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

On June 25, 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").

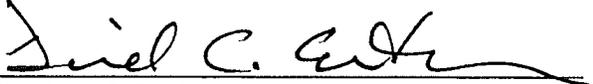
No objections have been filed to the ICRC's adoption of the proposed decision.

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: 20 July 2012

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

Sarah B. Williams  
917 East Cornell Road  
Kokomo, IN 46902-1571

Rock Bottom Restaurant  
c/o Ken Broniak, General Manager  
1833 South Plate Street  
Kokomo, IN 46902-5731

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

SARAH B. WILLIAMS,  
Complainant,

FILE DATED

JUN 25 2012

v.

INDIANA CIVIL RIGHTS COMMISSION

ROCK BOTTOM  
RESTAURANT,  
Respondent.

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

On June 21, 2012, Complainant, Sarah B. Williams, ("Williams"), filed Complainant's Motion To Dismiss Complaint, a Motion to which Respondent, Rock Bottom Restaurant ("Rock Bottom"), has not responded.

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 Williams filed a complaint with the ICRC alleging that she had been terminated from employment by Rock Bottom because she was pregnant. COMPLAINT OF DISCRIMINATION (January 18, 2012).
2. Rock Bottom denies that claim. ANSWER (May 1, 2012).
3. The Joint Motion is expressly motivated by settlement.

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

Sarah B. Williams  
917 East Cornell Road  
Kokomo, IN 46902-1571

Rock Bottom Restaurant  
c/o Ken Broniak, General Manager  
1833 South Plate Street  
Kokomo, IN 46902-5731

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

SARAH B. WILLIAMS,  
Complainant,

FILE DATED

v.

JUL 20 2012

ROCK BOTTOM  
RESTAURANT,  
Respondent.

INDIANA CIVIL RIGHTS COMMISSION

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

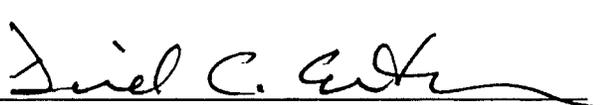
On June 25, 2012, Robert D. Lange, Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC"), entered his Proposed Findings Of Fact, Conclusions Of Law, And Order ("the proposed decision").

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: 20 July 2012

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.

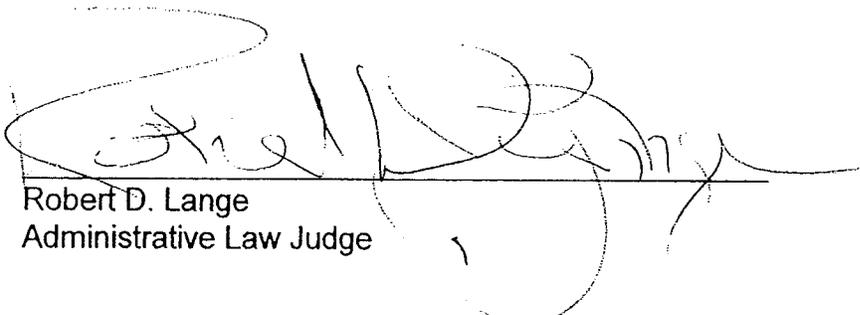
### CONCLUSIONS OF LAW

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. Complainant's Motion To Dismiss Complaint is **GRANTED**.
2. The Initial Pre-Hearing Conference that had been scheduled for July 16, 2012 is **CANCELLED**.
3. Williams's complaint is **DISMISSED**, with prejudice.

Dated: 25 June 2012

  
Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 25<sup>th</sup> day of June, 2012 on the following parties and attorneys of record:

Sarah B. Williams  
917 East Cornell Road  
Kokomo, IN 46902-1571

Rock Bottom Restaurant  
c/o Ken Broniak, General Manager  
1833 South Plate Street  
Kokomo, IN 46902-5731

and to be personally served this 25<sup>th</sup> day of June, 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 25<sup>th</sup> day of June, 2012 on the following:

Jamal L. Smith, Executive Director  
Indiana Civil Rights Commission