

**STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION**

CLAUDIA WHITE,

Complainant,

vs.

THOMAS CARR HOWE HIGH SCHOOL/
CHARTER SCHOOLS USA,
Respondent.

) Docket No.: EMrt16091458

) EEOC No.: 24F-2016-01776

File Dated.

FEB 16 2018

Indiana Civil Rights Commission

FINAL ORDER

On January 8, 2018, the presiding Administrative Law Judge for the Indiana Civil Rights Commission ("ICRC"), Hon. John F. Burkhardt, issued Proposed Findings of Fact, Conclusions of Law, and Order ("Order"). The parties had opportunity to object to the Order; neither party objected. With no objection or intent to review on record, the Commission shall affirm the Order. IC 4-21.5-3-29(c) After consideration of the record in this matter and the Order,

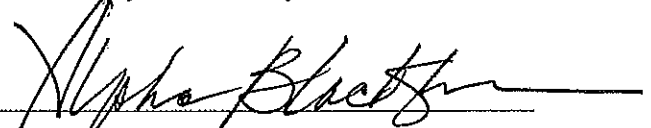
THE COMMISSION HEREBY ORDERS:

1. The findings of fact and conclusions of law as stated in the Order, a copy of which is attached hereto, are incorporated herein by reference. IC 4-21.5-3-28(f)(2)
2. The Order is **AFFIRMED** under IC 4-21.5-3-29 and hereby becomes the Final Order disposing of the proceedings. IC 4-21.5-3-27(a)

Either party to a dispute filed under IC 22-9 may, not more than thirty (30) days after the date of receipt of the Commission's final appealable order, appeal to the court of appeals under the same terms, conditions, and standards that govern appeals in ordinary civil actions. IC 22-9-8-1

ORDERED by the Commission

this 16TH day of February, 2018.



Alpha Blackburn, Chair

Indiana Civil Rights Commission

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JAN 08 2018

**OFFICE OF THE
ADMINISTRATIVE JUDGE**

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

On December 7, 2017, Claudia White (“Complainant”) filed her Stipulation of Dismissal with Prejudice (“Stipulation”). Having carefully considered the foregoing and being duly advised in the premises, the presiding Administrative Law Judge (“ALJ”) for the Indiana Civil Rights Commission (“ICRC”), Hon. John F. Burkhardt, HEREBY PROPOSES that the ICRC enter the following findings of fact, conclusions of law, and order.

FINDINGS OF FACT

1. Complainant filed the subject Complaint of Discrimination on September 27, 2016, naming Thomas Carr Howe High School and Charter Schools USA, alleging unlawful retaliation in violation of the Indiana Civil Rights Law, Ind. Code 22-9 (“the ICRL”).

2. On July 14, 2017, the ICRC Director issued a Notice of Finding, finding probable cause to believe a violation of the ICRL had occurred.

3. At a July 27, 2017 status conference, the parties reported successful conciliation efforts.

4. On December 7, 2017, Complainant stipulated to the disposition: dismissal with prejudice. Complainant filed the Stipulation before a hearing on the record had begun.

5. There is no evidence of fraud, coercion, duress, or any other reason not to grant the requested dismissal.

6. Any Conclusion of Law that should have been deemed a Finding of Fact is hereby adopted as such.

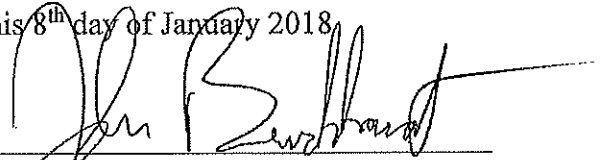
CONCLUSIONS OF LAW

1. The Commission has jurisdiction over the subject matter and the parties.
2. The parties did not file a "consent agreement" requiring approval by and signature of a majority of the commissioners and enforceable as a final order. IC 22-9-1-6(o); 910 IAC 1-3-4
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 fifteen (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 Complaint of Discrimination is **DISMISSED**, with prejudice.

Dated this 8th day of January 2018,



Hon. John F. Burkhardt
Administrative Law Judge
Indiana Civil Rights Commission
100 North Senate Avenue, Room N300
Indianapolis, IN 46204-2255
Anehita Eromosele, Admin Asst.
317/234-6358