

STATE OF INDIANA  
INDIANA CIVIL RIGHTS COMMISSION

DEBRA SHANTA,

Complainant,

vs.

LES BROTHERS RESTAURANT & PANCAKE

HOUSE, and HARRY LES,

Respondents.

) Docket No.: EMse12111599

) EEOC No.: 470-2012-03222

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

On November 18, 2014, Hon. Noell F. Allen Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC") entered her 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

December 12, 2014

To be served by Certified Mail on the following parties:

Debra Shanta  
6627 Arkansas Avenue  
Hammond, IN 46323  
Certified #: 9214 8901 0661 5400 0045 3323 78

Les Brothers Restaurant & Pancake House  
2708 Highway Avenue  
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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

NOV 18 2014

STATE OF INDIANA  
INDIANA CIVIL RIGHTS COMMISSION

INDIANA STATE  
CIVIL RIGHTS COMMISSION

DEBRA SHANTA,

Complainant,

vs.

LES BROTHERS RESTAURANT & PANCAKE

HOUSE, and HARRY LES,

Respondents.

) Docket No.: EMse12111599

) EEOC No.: 470-2012-03222

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

On November 17, 2014, Complainant, Debra Shanta, by counsel, and Respondents, Les Brothers Restaurant & Pancake House and Harry Les, by counsel, filed their JOINT MOTION TO DISMISS (“Motion”).

Having carefully considered the foregoing and being duly advised in the premises, the undersigned Administrative Law Judge (“ALJ”) 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 involves a complaint of discrimination against Respondent alleging Respondent subjected Complainant to sexual harassment. (Notice of Finding, November 12, 2013).
2. The parties have reached a private settlement agreement.
3. The parties are satisfied with the terms of the settlement agreement.
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.

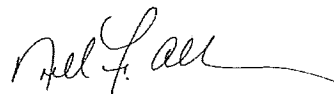
### CONCLUSIONS OF LAW

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 fifteen (15) days after service of this proposed decision. IC 4-21.5-3-29(d).
4. The parties agreed to waive the 15-day objection period.
5. 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. Debra Shanta's complaint is **DISMISSED**, with prejudice.

Dated this 18<sup>th</sup> day of November, 2014



Hon. Noell F. Allen  
Administrative Law Judge  
Indiana Civil Rights Commission

Served by United States Mail on the following:

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Les Brothers Restaurant & Pancake House  
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