

KIMBERLY J. LANGE,
Complainant,

v.

ROLLS ROYCE CORPORATION,
Respondent.

FILE DATED

NOV 18 2011

Indiana State Civil Rights Commission

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On October 12, 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.

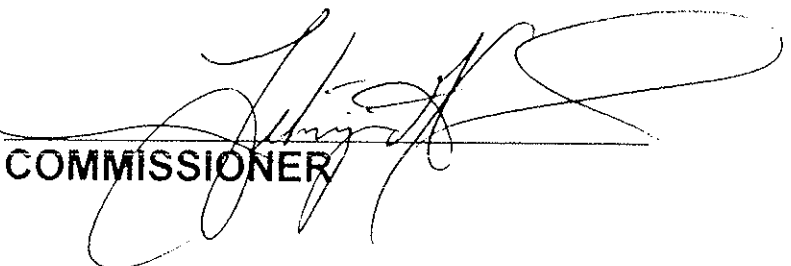
Having carefully considered the foregoing and being duly advised in the premises, the ICRC hereby adopts as its own the findings of fact, conclusions of law, and order proposed by the ALJ in the proposed decision, a copy of which is attached hereto and incorporated herein by reference.

INDIANA CIVIL RIGHTS COMMISSION


COMMISSIONER


COMMISSIONER


COMMISSIONER


COMMISSIONER

Dated: 18 November 2011

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

Kimberly J. Lange
1624 North Lynhurst Drive #19
Indianapolis, IN 46224

Rolls Royce Corporation
c/o Chief Executive Officer
2351 South Tibbs Avenue
Indianapolis, IN 46206

BARNES & THORNBURG LLP
BY: R. Anthony Prather, Esq.
Attorneys for Respondent Rolls Royce Corporation
11 South Meridian Street
Indianapolis, IN 46204-3535

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

KIMBERLY J. LANGE,
Complainant,

FILE DATED

OCT 12 2011

v.

Indiana State Civil Rights Commission,

ROLLS ROYCE CORPORATION,
Respondent.

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

On October 7, 2011, Complainant Kimberly J. Lange ("Lange") and Respondent, Rolls Royce Corporation ("Rolls Royce") 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 Lange filed a complaint with the ICRC against Rolls Royce alleging that she had been discharged from employment by Rolls Royce because she was perceived as disabled. COMPLAINT OF DISCRIMINATION (December 22, 2010).
2. Rolls Royce denied Lange' claim of unlawful discrimination. ANSWER (January 18, 2011).
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.

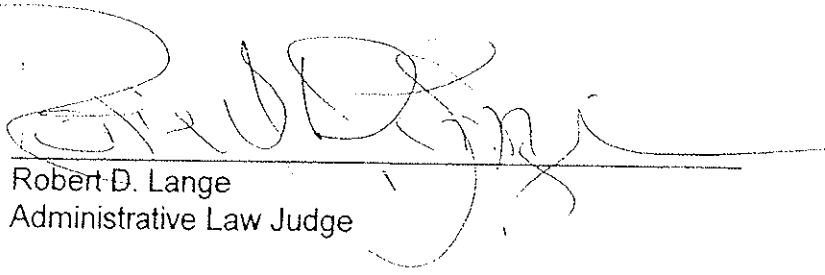
CONCLUSIONS OF LAW

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. Lange's complaint is **DISMISSED**, with prejudice.

Dated: 12 October 2011


Robert D. Lange
Administrative Law Judge

To be served by first class mail this 12th day of October, 2011 on the following parties and attorneys of record:

Kimberly J. Lange
1624 North Lynhurst Drive #19
Indianapolis, IN 46224

Rolls Royce Corporation
c/o Chief Executive Officer
2351 South Tibbs Avenue
Indianapolis, IN 46206

BARNES & THORNBURG LLP
BY: R. Anthony Prather, Esq.
Attorneys for Respondent Rolls Royce Corporation
11 South Meridian Street
Indianapolis, IN 46204-3535

and to be personally served this 12th day of October, 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 12th day of October, 2011 on the following:

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