



**INDIANA
CIVIL
RIGHTS
COMMISSION**



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**ICRC No.: EMno06080325
EEOC No.: 24FA605222**

ROCIO PADILLA,
Complainant,

v.

ARBONNE INTERNATIONAL, INC.,
Respondent.

NOTICE OF ADMINISTRATIVE DISMISSAL

The Deputy Director of the Indiana Civil Rights Commission ("Commission") has administratively dismissed the above-referenced case, for the following reasons: On August 8, 2006 Rocio Padilla ("Complainant") filed a complaint with the Commission against Arbonne International, Inc. ("Respondent") alleging discrimination based on national origin in violation of Title VII of the Civil Rights Act of 1964, as amended, and the Indiana Civil Rights laws. Respondent is an employer as defined by the Civil Rights laws. Accordingly, the Commission has jurisdiction over the parties and the subject matter.

Complainant and Respondent have reached a satisfactory remedy to the complaint. With the completion of this settlement Complainant then agreed to withdraw the complaint of discrimination with the Indiana Civil Rights Commission.

In light of the foregoing, the Deputy Director finds (a) administrative dismissal will serve the public interest and (b) there is no substantial

"Morality cannot be legislated, but behavior can be regulated." – Dr. Martin Luther King, Jr

An Equal Opportunity Employer

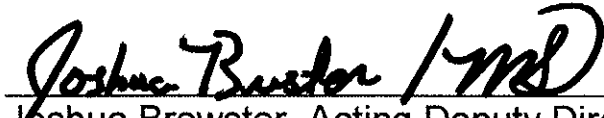
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likelihood of payment or relief that has been or may be ordered by the Commission. 910 IAC 1-3-2(f) (2000). Thus, upon the exhaustion of the administrative appeal process without a reversal of this result, the case will be dismissed, with prejudice. 910 IAC 1-3-2 (i) (2000).

Complainant may appeal this Finding. 910 IAC 1-3-2 (2000). The written appeal request must be filed with the Indiana Civil Rights Commission within fifteen (15) days of receipt of this Notice of Finding and must include any new and additional evidence relied on by Complainant to support the appeal. **Failure to submit a timely appeal may result in a waiver of any right to further review or appeal of this Finding by the Commission or Indiana Courts.** Upon the exhaustion of the administrative right to appeal, the complaint in this case is hereby dismissed with prejudice.

As this complaint was filed under Title VII of the Civil Rights Act, which is enforced by the U.S. Equal Employment Opportunity Commission (EEOC), Complainant has the right to ask the EEOC to review this action. To secure such a review, the request must be made in writing within fifteen (15) days of receipt of this Notice of Finding, and submitted to the EEOC, 101 West Ohio Street, Suite 1900, Indianapolis, IN 46204. Should Complainant fail to seek EEOC review, the EEOC will generally follow and adopt the Commission's action in this case.

May19, 2009



Joshua Brewster, Acting Deputy Director
Indiana Civil Rights Commission

Service list for
Notice of Administrative Dismissal

Served by First Class U.S. Mail, addressed as follows:

Rocio Padilla
621 North Linwood Avenue
Indianapolis, IN 46201

Arbonne International, Inc.
c/o Chief Executive Officer
800 Commercial Parkway
Indianapolis, IN 46143

R. Anthony Prather
BARNES & THORNBURG LLP
11 South Meridian Street
Indianapolis, IN 46204-3525

And to be personally served on the following attorney of record:

Frederick S. Bremer
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