

**STATE OF INDIANA
CIVIL RIGHTS COMMISSION**

CAROLYN OGDEN,)	DOCKET No. EMrt14020095
)	
Complainant,)	EEOC No. 24F-2014-00373
)	
vs.)	
)	
INDIANA DEPARTMENT OF)	
WORKFORCE DEVELOPMENT,)	
)	
Respondent.)	
)	
)	
)	
)	

**DATE FILED
FEB 15 2019
ICRC
COMMISSION**

FINAL ORDER


On January 30, 2019, Hon. Caroline A. Stephens Ryker, Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC") issued her Initial 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(g)(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 majority vote of
6 Commissioners on February 15, 2019



Adrienne Slash, Chair
Indiana Civil Rights Commission

Certificate of Service

Served this 15 day of February by United States Mail on the following:

Carolyn Ogden
86 Brentwood Drive
Mooresville, IN 46158

Biesecker Dutkanych & Macer LLC
ATTN: Benjamin R. Aylsworth
411 Main Street
Evansville, IN 47708
baylsworth@bdlegal.com

Cynthia Lee
Indiana Department of Workforce Development
Legal Support
10 North Senate Ave, SE 311
Indianapolis, IN 46204
cslee@dwd.in.gov
(317)234-6315

and personally served on the following attorney of record:

Michael C. Healy, Esq.; ICRC Staff Attorney
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N300
Indianapolis, IN 46204-2255
Telephone: (317)232-2632
Fax: (317)232-6580



Docket Clerk,
Anehit Eromosele

**STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION**

CAROLYN OGDEN,

Complainant,

vs.

INDIANA DEPARTMENT OF
WORKFORCE DEVELOPMENT,

Respondent.

ICRC No.: EMIt14020095

EEOC No.: 24F-2014-00373

DATE FILED

JAN 30 2019

OFFICE OF THE
ADMINISTRATIVE JUDGE

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

On January 29, 2019, Carolyn Ogden (“Complainant”) by counsel and the Indiana Department of Workforce Development (“Respondent”) by counsel (collectively referred to herein as “the Parties”) filed with the Indiana Civil Rights Commission (“Commission”) their “Agreed Order of Dismissal” (“Motion”).

Having carefully considered the foregoing and being duly advised in the premises, the undersigned ALJ for the Indiana Civil Rights Commission (“ICRC”) issues the following initial findings of fact, conclusions of law, and order.

FINDINGS OF FACT

1. Complainant filed a Complaint of Discrimination with the ICRC on February 11, 2014 against Respondent, alleging unlawful retaliation in employment in a violation of the Indiana Civil Rights Law, Ind. Code 22-9 (“the ICRL”), based on having previously filed a complaint with the Indiana Civil Rights Commission.
2. On November 18, 2014, the ICRC Deputy Director issued a Notice of Finding, finding probable cause to believe a violation of the ICRL had occurred.
3. The Parties independently resolved the complaint, and they have jointly moved for the matter’s dismissal.
4. The Parties jointly filed the Motion 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. The Parties' Motion is **GRANTED**.
2. Complainant's Complaint of Discrimination is **DISMISSED**, with prejudice.
3. All previously set deadlines, conferences, and hearings are hereby **VACATED**.

Dated this 30th of January, 2019



Hon. Caroline A. Stephens Ryker
Administrative Law Judge
Indiana Civil Rights Commission
100 North Senate Avenue, Room N300
Indianapolis, IN 46204-2255
Anehta Eromosele, Docket Clerk
317/234-6358

Certificate of Service

Served this 30 day of January in 2019 by United States Mail on the following:

Carolyn Ogden
86 Brentwood Drive
Mooresville, IN 461582

Biesecker Dutkanych & Macer LLC
Kyle F. Biesecker and Benjamin R. Aylsworth
411 Main Street
Evansville, IN 47708
(812)424-1000
kfb@bdlegal.com
baylsworth@bdlegal.com

Holly Newell
Deputy General Counsel
Indiana Workforce Development
10 North Senate Avenue
Indianapolis, IN 46204
(317)232-1818
hnwell@dwd.in.gov

David A. Fleischhacker
Indiana State Personnel Department
402 W Washington Street, Room W161
Indianapolis, IN 46204
Dfleischhacker1@spd.in.gov

Cynthia Lee and John L. Gannon
Indiana Department of Workforce
Development
Legal Support
10 North Senate Ave, SE 311
Indianapolis, IN 46204
cslee@dwd.in.gov
jgannon@dwd.in.gov

and personally served on the following attorney of record:

Michael C. Healy, Esq.; ICRC Staff Attorney
Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N300
Indianapolis, IN 46204-2255
Telephone: (317)232-2632
Fax: (317)232-6580
mhealy@icrc.in.gov



Anehitia Eromosele, Docket Clerk