JUN 03 2014

STATE OF INDIANA INDIANA CIVIL RIGHTS COMMISSION

INDIANA STATE CIVIL RIGHTS COMMISSION

THOMAS HAGEDON,

Docket No.: EMra12121610

Complainant,

EEOC No.: 24F-2013-00110

VS.

INDIANA UNIVERSITY HEALTH,

Respondent.

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On May 13, 2014, 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

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COMMISSIONER'

COMMISSIONER

Dated this 30th Day of May 2014.

Served by Certified Mail on the following:

Thomas Hagedon
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and to be personally served on the following attorney on record:

Frederick S. Bremer, Esq. Staff Counsel Indiana Government Center North Indiana Civil Rights Commission 100 N. Senate Avenue, Room N103 Indianapolis, IN 46204

MAY 1 3 2014

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THOMAS HAGEDON,	Docket No.: EMra12121610
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VS.	;
INDIANA UNIVERSITY HEALTH,	
Respondent.))

PROPOSED FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On May 13, 2014, Complainant, Thomas Hagedon, and Respondent, Indiana University Health, ("Respondent"), filed their Joint Motion to Dismiss ("Motion").

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 case involves Hagedon's claim that Respondent subjected him to disparate discipline because of his race. NOTICE OF FINDING (December 19, 2013).
 - 2. The parties have reached a private settlement agreement.
 - 3. The 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 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' Joint Motion to Dismiss is **GRANTED**.
- 2. Hagedon's complaint is **DISMISSED**, with prejudice.

SO ORDERED this 13th day of May, 2014

Hon. Noell F. Allen

Administrative Law Judge

Indiana Civil Rights Commission

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