

1                   BEFORE THE STATE OF INDIANA

2                   CIVIL RIGHTS COMMISSION

3                   -   -   -

4  
5                   PUBLIC MEETING OF DECEMBER 15, 2025

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8                   -   -   -

9                   PROCEEDINGS

10          in the above-captioned matter, before the Indiana  
11          Civil Rights Commission, Adrienne L. Slash,  
12          Chairperson, taken before me, Lindy L. Meyer,  
13          Jr., a Notary Public in and for the State of  
14          Indiana, County of Shelby, at the Indiana  
15          Government Center North, 100 North Senate Avenue,  
16          Room N300, Indianapolis, Indiana, on Monday,  
17          December 15, 2025 at 1:06 o'clock p.m.

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21                ACCURATE REPORTING OF INDIANA, LLC  
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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson  
4 Steven A. Ramos  
5 Holli Harrington  
6 James W. Jackson

7 INDIANA CIVIL RIGHTS COMMISSION  
8 By J. Philip Clay, Director  
9 & Scott Kreider, Deputy Director  
10 Indiana Government Center North  
11 100 North Senate Avenue, Room N300  
12 Indianapolis, Indiana 46204  
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Michael Lostutter  
16 Christiana Afuwape  
17 Debra Bluitt

18 ALSO PRESENT:

19 Royce Quadros

20 - - -

21

22

23

1 1:06 o'clock p.m.  
December 15, 2025

2 - - -

3 CHAIRPERSON SLASH: Okay. With that,  
4 it's 1:07 p.m. We'll go ahead and call this  
5 meeting to order. We can begin. We'll establish  
6 a quorum, and then you can announce the agenda.

7 MR. LOSTUTTER: All righty.

8 Please be advised no party will be allowed  
9 to speak directly to the Commission during any  
10 Commission meeting except during a previously  
11 scheduled oral argument or during our Public  
12 Comments time directly before the end of the  
13 meeting.

14 Concerning appeals, the Commissioners will  
15 make their initial determination based on the  
16 complaint, the notice of finding, the appeal, and  
17 the final investigative report. You must not  
18 address the Commission members except and unless  
19 you are addressed directly by them.

20 If you have any questions about your case,  
21 please wait to speak to the Docket Clerk until  
22 after the Commission meeting ends. If you are  
23 here to make remarks during the Public Comments

1 time, be aware that you will only be allowed two  
2 minutes to speak.

3 Thank you.

4 CHAIRPERSON SLASH: Thank you so  
5 much.

6 MR. LOSTUTTER: And I guess we will  
7 call the roll here and establish a quorum.

8 Comm. Harrington?

9 COMM. HARRINGTON: Present.

10 MR. LOSTUTTER: Comm. Jackson?

11 COMM. JACKSON: Here.

12 MR. LOSTUTTER: Vice-Chair Ramos?

13 VICE-CHAIR RAMOS: Here.

14 MR. LOSTUTTER: Chair Slash?

15 CHAIRPERSON SLASH: Present.

16 MR. LOSTUTTER: We have a quorum.

17 CHAIRPERSON SLASH: All right.

18 Wonderful. You can announce the agenda, and then  
19 we'll try to get this party started here.

20 MR. LOSTUTTER: All right.

21 We will have approval of previous meeting  
22 minutes. We will have the ICRC Director's Report  
23 for the month of November. Old Business, two

1 cases, appeals of notice of finding, one of which  
2 will involve an oral argument, and then we have  
3 two new cases to assign to Commissioners, and  
4 that's really it; maybe talk over meeting dates  
5 for 2026, other things. Of course, Public  
6 Comment at the end.

7 CHAIRPERSON SLASH: Thank you.

8 MR. LOSTUTTER: You're welcome.

9 CHAIRPERSON SLASH: Okay. Is there a  
10 motion to approve last month's meeting minutes?

11 VICE-CHAIR RAMOS: So moved.

12 CHAIRPERSON SLASH: Is there a  
13 second?

14 COMM. JACKSON: Second.

15 CHAIRPERSON SLASH: Okay.

16 MR. LOSTUTTER: All right. We'll do  
17 the vote.

18 Comm. Harrington?

19 COMM. HARRINGTON: Aye.

20 MR. LOSTUTTER: Comm. Jackson?

21 COMM. JACKSON: Aye.

22 MR. LOSTUTTER: Vice-Chair Ramos?

23 VICE-CHAIR RAMOS: Aye.

1 MR. LOSTUTTER: Chair Slash?

2 CHAIRPERSON SLASH: Aye.

3 MR. LOSTUTTER: They are approved.

4 CHAIRPERSON SLASH: Thank you.

5 Next, the ICRC Director's Report.

6 MR. CLAY: Yes. Thank you. Welcome  
7 to December. Thank you all for being here and  
8 bringing the cold.

9 Just to give you a couple of quick  
10 updates. Some recent events, Scott, as you all  
11 met in the last meeting, had the opportunity to  
12 speak with the Valparaiso Human Relations  
13 Council. That was last Thursday, in an effort to  
14 help them revive their program.

15 Their initial program was established  
16 in 2016, with the intent of, similar to what we  
17 do here, being able to handle civil rights-type  
18 cases and complaints in the City of Valparaiso.  
19 That initiative is largely led by their city  
20 attorney.

21 Scott had the opportunity to join them  
22 virtually and just kind of fill them in on some  
23 of our processes, best practices, and worked to

1 see if we could provide any support, see if there  
2 might be any overlapping in which we could also  
3 assist.

4 So, that was a unique situation, but one  
5 that we are continuing to, I think, find  
6 ourselves in a little bit more than we have been  
7 previously.

8 And then we continue to have a presence at  
9 various events across Central Indiana, setting up  
10 our table to, one, spread the word about what we  
11 do, but also to get complaints and kind of start  
12 the complaint process for quite a few people.

13 We have upcoming events this week, what's  
14 called our Holiday Bake-Off. I believe all of  
15 you should have received the invite from Lucy.  
16 That'll be Thursday the 18th. It'll feature  
17 various entries from team members, and winners  
18 will be voted on by participants, and those  
19 winners will be announced at our monthly staff  
20 meeting on December 19th.

21 And then looking ahead to January, we have  
22 our 35th annual Dr. Martin Luther King Holiday  
23 Celebration. That's Thursday, January 16th -- or

1 I'm sorry -- Thursday, January 15th -- at the  
2 Statehouse. And then we have the 27th annual  
3 Holocaust Remembrance Program, which is Tuesday,  
4 January 27th, and that's also at the Indiana  
5 Statehouse. Both of those programs are from noon  
6 to 1:00. We look forward to seeing you all there  
7 and having a good program.

8 In terms of overall agency updates, we  
9 continue to make progress across all categories.  
10 I'm very pleased to announce that last week we  
11 were informed by the State Personnel Department  
12 that we rank fourth out of 68 agencies for  
13 employee satisfaction, so our total score is 4.28  
14 out of five, which is an increase from last  
15 year's score of 3.96, something that we're very  
16 proud of and excited to continue improving upon.

17 And then as your packets show, that  
18 Michael's been kind enough to send out, we've  
19 been hard at work assisting our constituents.  
20 Case numbers seem to keep increasing, something  
21 that we're very cognizant of, working to make  
22 sure that we can still assist in a timely manner  
23 and make sure that we're holding up our statutory



1 responsibilities.

2 But we've also had conversations recently  
3 with EEOC and HUD, where we continue to lead our  
4 region. We're looking at increasing our numbers  
5 for next year. We should have a conversation  
6 with them later this week to solidify those  
7 numbers and continue to keep increasing.

8 So, thank you. I appreciate you all.

9 CHAIRPERSON SLASH: Are there any  
10 questions?

11 (No response.)

12 CHAIRPERSON SLASH: No questions?  
13 Okay.

14 Comm. Harrington, do you have any  
15 questions?

16 COMM. HARRINGTON: Nope. Thank you  
17 very much.

18 CHAIRPERSON SLASH: All right.  
19 Wonderful.

20 VICE-CHAIR RAMOS: I have a comment.

21 CHAIRPERSON SLASH: Sure.

22 VICE-CHAIR RAMOS: Congratulations on  
23 the, you know, fourth. That's pretty awesome out

1 of 60-plus agencies.

2 MR. CLAY: Yeah. We're very excited,  
3 very excited.

4 VICE-CHAIR RAMOS: Great job.

5 CHAIRPERSON SLASH: Some really high  
6 numbers, so --

7 MR. CLAY: Yes.

8 CHAIRPERSON SLASH: -- it was very  
9 exciting to hear.

10 MR. CLAY: It is, absolutely.

11 CHAIRPERSON SLASH: All right. Well,  
12 with that, we will -- Comm. Harrington, how far  
13 out are you?

14 COMM. HARRINGTON: I am on the  
15 elevator.

16 CHAIRPERSON SLASH: Okay.

17 We will take a very brief pause to let her  
18 get inside so that we don't have her walking in  
19 mid-oral argument, because that's where we'll be,  
20 likely, by the moment she gets in here. So, that  
21 way, we don't have to take a voice vote on the  
22 first case either. We'll just give her a quick  
23 moment to get inside.

1 (Recess taken.)

2 (Comm. Harrington entered the room.)

3 CHAIRPERSON SLASH: All right. With  
4 that being said, we will pick things back up with  
5 Old Business. The first case, Christine  
6 Busanelli versus Centennial Estates Association,  
7 Inc. & 1st American Management Company,  
8 Case HOha25030152. The case was assigned to  
9 Vice-Chair Ramos.

10 Do you have a recommendation?

11 VICE-CHAIR RAMOS: I do, Madam Chair.  
12 Two issues in this, and on the one issue, I  
13 recommend no reasonable cause, upholding the  
14 Director's findings based on the Indiana Fair  
15 Housing Act, and under -- and no probable cause  
16 under the Indiana Civil Rights Law.

17 CHAIRPERSON SLASH: That's the first  
18 issue.

19 VICE-CHAIR RAMOS: That's both.

20 CHAIRPERSON SLASH: Oh, on both  
21 issues; okay.

22 Is there a motion?

23 COMM. JACKSON: So moved.

1 CHAIRPERSON SLASH: Is there a  
2 second?

3 COMM. HARRINGTON: Second.

4 CHAIRPERSON SLASH: Okay. Oh, we  
5 don't have to call the roll.

6 MR. LOSTUTTER: You don't have to  
7 call the roll.

8 CHAIRPERSON SLASH: All in favor?  
9 (Commissioners responded, "Aye.")

10 CHAIRPERSON SLASH: All right. The  
11 ayes have it.

12 And the next case we have here for oral  
13 argument today, and we can -- I believe we have  
14 both parties represented.

15 MR. LOSTUTTER: We have the  
16 Complainant here.

17 CHAIRPERSON SLASH: Okay.

18 MR. LOSTUTTER: I do not believe that  
19 we have anyone on behalf of the Respondent here.

20 CHAIRPERSON SLASH: Okay.

21 MR. LOSTUTTER: So --

22 CHAIRPERSON SLASH: Okay.

23 MR. LOSTUTTER: -- they were made

1     aware, as everybody, so --

2                   CHAIRPERSON SLASH:   Okay.

3                   Well, this case, Royce Quadros -- is that  
4     correct?

5                   MR. QUADROS:   Yeah.

6                   CHAIRPERSON SLASH:   Royce Quadros  
7     versus Purdue University, Case EDha25010048.   The  
8     case was assigned to Vice-Chair Ramos; however,  
9     you had requested oral argument.   Would you still  
10    like to use your five minutes' time to share with  
11    us?

12                  MR. QUADROS:   Sure.

13                  CHAIRPERSON SLASH:   Okay.

14                  MR. QUADROS:   All right.

15                  So, my name is Royce, and yeah, I'm  
16     grateful to be here, and the reason for the -- my  
17     oral argument is that I would like to appeal the  
18     discrimination -- the outcome of the  
19     discrimination investigation that was recently  
20     done.   I believe that I was discriminated on my  
21     national origin, color and disability.

22                  So, I was enrolled in Purdue in  
23     January 2024 for a Master's program in Civil

1 Engineering. I graduated on -- in May of 2025.  
2 While I was at Purdue, I was a victim of  
3 retaliation and hate crimes that started when I  
4 went to school in University of Illinois,  
5 Chicago.

6 I was a senior there, and a couple of  
7 students had got together and started attacking  
8 me, and they were Muslim guys, and the professor  
9 was also involved in there and then went to help  
10 them out, and then the whole community started  
11 targeting me. And this continued while I went to  
12 grad school under the UFM, then I transferred to  
13 Purdue, and they just kept coming after me here  
14 at Purdue.

15 So, speaking about the discrimination that  
16 I faced at Purdue regarding this, it was -- well,  
17 initially like I just talked to by an official of  
18 the Office of the Dean of Students; namely,  
19 Steven Yeagley, stating that he was my point of  
20 contact, because the police had contacted him  
21 regarding the situation. And the police had  
22 contacted me, police had contacted them. They  
23 were harassing me, filing false complaints

1     against me and stuff like that.

2             So, he just talked to me, saying that he's  
3     my point of contact with the Dean of Students.  
4     So, midsummer, like towards the -- yeah, towards  
5     the summer, I submitted documentations for the  
6     same. Towards the summer semester, I faced  
7     severe disability, because they -- 24/7, this is  
8     going on for two straight years.

9             And these guys would keep hacking into my  
10    computers, they'd keep tapping into my phone  
11    calls, and they had employees -- or they had  
12    people who worked as employees at my bank, it was  
13    at PNC bank, they would be -- they would start --  
14    they had their people working there and they had  
15    access to my personal information and started  
16    ruining my information, gathering intelligence on  
17    me.

18            And they had like people coming to my  
19    house, people coming up -- going up to my school,  
20    and they continually intimidated me and  
21    threatened me. And it's like I wouldn't have to  
22    give them the information, they just kept hacking  
23    into my computer. They got that information.

1 They had people working at banks. They got the  
2 information. And they just started harassing me,  
3 started blocking my transactions, stuff like  
4 that.

5 I'm going to school. Like I faced severe  
6 disability. It was affecting my mental health,  
7 as to go to the police every day, like four or  
8 five times every day. It was becoming impossible  
9 for me to study. And while I was facing  
10 disability, I still sent e-mails to the police  
11 and different departments of the school regarding  
12 my grievances.

13 And I kept Stephen Yeagley cc'd on it,  
14 because he claimed to be a point of contact, from  
15 the Dean of Students, and he was supposed to  
16 advocate for me at school to various agents --  
17 and at school. And I was filing complaints with  
18 the Purdue Police, by the way.

19 And this -- later on, he just sent me an  
20 e-mail saying that I should go to Gaps instead,  
21 and I should not file my grievances anywhere, and  
22 I should instead go to Gaps, and if I don't  
23 adhere to his directive, I would face punishment.



1           So, I mean I ignored it, because it's like  
2 I'm a student, I enrolled at Purdue, I would like  
3 to file my grievances, even with the police,  
4 because it was a crime, and even with different  
5 departments, because I needed accommodation. I'm  
6 calling in sick like for three years. And  
7 somebody says, "Don't do it like that. You don't  
8 want to call in sick," and they're like  
9 antagonizing me.

10           So, it's like I had cc'd them, I continued  
11 to cc them. Then the Dean of Students charged me  
12 with a violation of the Code of Conduct, saying  
13 that I was not adhering to a directive given  
14 to -- by one of their employees, and the  
15 directive was essentially that I should visit  
16 Gaps. I believe that I did not contact other  
17 offices that got my grievance. I believe that,  
18 A, first of all, I was discriminated on my  
19 disabilities, because the school cannot punish me  
20 for not visiting Gaps or cannot force me to go to  
21 Gaps. They're not a judge in the State of  
22 Indiana. They have no authority whatsoever to  
23 cause me to go to any med -- to any doctors, or

1 if they believe that I have a mental illness or  
2 mentally incapacitated --

3 MR. KREIDER: One minute. One  
4 minute.

5 MR. QUADROS: Incapacitation, if --  
6 they cannot discrimin -- or punish me or  
7 whatever, discriminate against me over my  
8 disabilities, like -- and two, mid-semester it's  
9 gotten really extremely wild in their conduct,  
10 and it began -- it was affecting my mental  
11 health.

12 So, I'll just summarize, I guess. I have  
13 submitted all of the documentation. I can't go  
14 through it in detail in the interest of time.  
15 So, it really was extreme. I wanted to drop  
16 courses. As a punishment, they put a hold on my  
17 card, which prevented me from dropping courses.

18 I begged the school to let me drop a  
19 course, because I could not handle the course  
20 load. I'm in calling sick, I needed to reduce my  
21 course load. The school did not let me drop the  
22 course. They sent -- they sent me an e-mail  
23 saying that they'll let me if I send them an

1 e-mail.

2 I sent them an e-mail. They did not drop  
3 the course, and the course was never dropped.  
4 End of semester I got an F for that course, even  
5 though I had to stop studying for that course  
6 because I couldn't handle the course load because  
7 of my disability. And the school -- because of  
8 that, I received an F, my GPA tanked, and I --  
9 it's like all of this --

10 MR. KREIDER: Time.

11 CHAIRPERSON SLASH: That's time.

12 Thank you.

13 MR. QUADROS: Okay.

14 CHAIRPERSON SLASH: Thank you for  
15 coming in today.

16 Are there questions or -- Commissioners,  
17 do you have any questions?

18 VICE-CHAIR RAMOS: I do not.

19 COMM. JACKSON: You said you had a  
20 mental disability you were diagnosed with?

21 MR. QUADROS: Yes.

22 COMM. JACKSON: What is that?

23 MR. QUADROS: I had PTSD, I had

1 trauma, I had cognitive problems, I had cognitive  
2 impairment, and I had memory loss problems,  
3 because I was subjected to severe abuse for like  
4 two or three years continuously. The police  
5 never acted on my complaints.

6 COMM. JACKSON: Was that documented  
7 in the file?

8 MR. QUADROS: I have a doctor's note.

9 COMM. JACKSON: No, was that --

10 CHAIRPERSON SLASH: Did you see the  
11 information?

12 VICE-CHAIR RAMOS: There are a lot of  
13 things that are mentioned in the file, but the  
14 evidence that supports all of those were -- I  
15 didn't see them.

16 COMM. JACKSON: You didn't see any --

17 VICE-CHAIR RAMOS: I mean there were  
18 doctor --

19 COMM. JACKSON: I mean that  
20 documented the diagnosis.

21 VICE-CHAIR RAMOS: There -- so, the  
22 elements that happened in this case demonstrated  
23 not so much what his disability is, but are

1     there -- you know, is it truly discriminated?  
2     And others had a similar kind of situation, so  
3     you have to provide evidence that supports that  
4     on the other side, and there was not enough to  
5     present it.

6                 COMM. JACKSON:   Thank you.

7                 CHAIRPERSON SLASH:   Do you have any  
8     questions, Comm. Harrington?

9                 COMM. HARRINGTON:   Huh-uh, no.   Thank  
10    you.

11                CHAIRPERSON SLASH:   Okay.

12                Do you have a recommendation?

13                VICE-CHAIR RAMOS:   I do.   I recommend  
14    that under -- that under both situations, both in  
15    discrimination from racial as well as disability,  
16    that we uphold the Director's finding of no  
17    probable cause.

18                CHAIRPERSON SLASH:   Okay.

19                Is there a motion?

20                COMM. HARRINGTON:   So moved.

21                CHAIRPERSON SLASH:   Is there a  
22    second?

23                COMM. JACKSON:   Second.

1 CHAIRPERSON SLASH: Okay. We've got  
2 a motion and a second. All in favor?

3 (Commissioners responded, "Aye.")

4 CHAIRPERSON SLASH: All opposed?

5 (No response.)

6 CHAIRPERSON SLASH: Okay. Motion  
7 carries.

8 Thank you for coming in today.

9 MR. QUADROS: Thank you.

10 CHAIRPERSON SLASH: Okay. We have no  
11 other Old Business. Under our New Business, we  
12 have two cases, and both of which are requesting  
13 oral argument, so these will be for our January  
14 meeting, and the first one is Edward Burdick  
15 versus Truck Country of Indiana d/b/a Stoops  
16 Freightliner, EMha24100957. I'll assign that  
17 case to Comm. Harrington.

18 The next case, Holly June Lewis versus  
19 Marble Products International, LLC,  
20 Case EMse24060594, and that case I'll assign to  
21 myself.

22 Let's see here. We don't have any other  
23 cases to discuss today?

1                   MR. LOSTUTTER: We have absolutely no  
2 other cases.

3                   CHAIRPERSON SLASH: We have no other  
4 cases. So, I will ask Commissioners today: This  
5 year we tried doing Monday meetings, and with our  
6 Monday meetings I do believe we've had better  
7 attendance than we had with Fridays. Does anyone  
8 have any concerns about continuing with Mondays?

9                               (No response.)

10                  CHAIRPERSON SLASH: And how is it for  
11 staff, also?

12                  MR. CLAY: Yeah, Wednesdays and  
13 Fridays are historically other meeting days, so  
14 Mondays work well for us.

15                  CHAIRPERSON SLASH: Okay. Well, with  
16 that being said, and I'm not hearing any  
17 commentary, we'll continue our previous cadence.  
18 The one thing that I can say, though, in January,  
19 it seems as though we have a program on the 15th.  
20 We would be here the following Monday, which is  
21 the actual holiday.

22                  MR. LOSTUTTER: We -- actually, we  
23 would do what we did this year; we would schedule

1     that particular Commission meeting for January  
2     the following Monday --

3                 CHAIRPERSON SLASH:   Okay.

4                 MR. LOSTUTTER:   -- which is going to  
5     be January 26th.

6                 CHAIRPERSON SLASH:   Okay.  I just  
7     want to make sure that we walked ourselves  
8     through that line of discussion while we're here.  
9     My other recommendation would have been:  Can we  
10    meet before or after the program, since many of  
11    us will likely be in building?  Okay.  But  
12    we'll -- I'll go with the 26th.  That's fine.

13                MR. LOSTUTTER:   Okay.

14                CHAIRPERSON SLASH:   Unless there's  
15    another --

16                VICE-CHAIR RAMOS:   I will have to  
17    take that virtually.  I will be someplace very  
18    warm.

19                CHAIRPERSON SLASH:   Very warm?

20                VICE-CHAIR RAMOS:   Uh-huh.

21                MR. CLAY:   Are you bringing that warm  
22    for everybody?

23                VICE-CHAIR RAMOS:   Yeah, if you want



1 to come to Mexico, I can work it out.

2 CHAIRPERSON SLASH: Okay. Now, also,  
3 as we're -- before I adjourn, I'm going to take  
4 some special privilege. Comm. Jackson let me  
5 know this morning that this is his last meeting.

6 And we are very thankful that we've had  
7 the time to serve with you and to enjoy the  
8 fruits of your labor, but also just your thought  
9 partnership here with us, and this group of  
10 Commissioners. Thank you so much for your  
11 service and for your time and for your  
12 thoughtfulness as you've been here with us. We  
13 will miss you, but we understand terms end.

14 COMM. JACKSON: Absolutely. It's  
15 been great. This is my second term, so eight  
16 years. It seems like a long time, but it's come  
17 to an end, and I have enjoyed it, and I'm  
18 certainly proud of our new Director, Director  
19 Clay. I think he's going to do an excellent job.  
20 And our new Deputy Director. There's some great  
21 people, a lot of good energy, and the  
22 stenographer does a great job, and Chair Slash  
23 and all of my colleagues, so thank you. And

1 Michael and his e-mails.

2 But it has been great, and I appreciate  
3 it, and I've got a lot doing right now. I'm  
4 trying to finish up my doctoral degree at IWU, so  
5 I'm down at the last wire here with that, and  
6 I've just got a lot on my plate, so --

7 CHAIRPERSON SLASH: We'll take  
8 something off your plate, I suppose.

9 (Laughter.)

10 COMM. JACKSON: Godspeed to the  
11 Commission and the staff. I appreciate you all.

12 MS. BLUITT: Thank you.

13 CHAIRPERSON SLASH: The only thing  
14 that I ask is that you remember us here, and when  
15 you hear things and see things that they could  
16 benefit from, that you point people in our  
17 direction.

18 COMM. JACKSON: I will do that.

19 CHAIRPERSON SLASH: All right.

20 COMM. JACKSON: And I want to thank  
21 the Commission for this beautiful keepsake. It's  
22 quite a thing presented to me today that I will  
23 keep and hold in high esteem on my office desk

1       there.

2                       MR. CLAY:   Absolutely.

3                       CHAIRPERSON SLASH:   All right.   Does  
4       anyone else have any announcements while we're  
5       here today?

6                               (No response.)

7                       CHAIRPERSON SLASH:   Okay.   Well, my  
8       last personal privilege is:   The holiday season  
9       is upon us.   Whatever level of warmth, light,  
10      holiday celebration, the commemorations that you  
11      have this season, I'm thankful for each and every  
12      last one of you, the opportunity to serve with  
13      you, and for the Great State of Indiana.

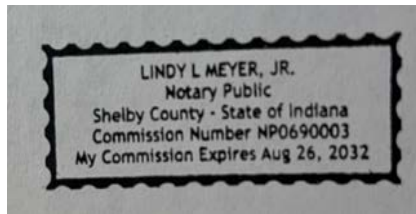
14                      So, Merry Christmas, Happy Hanukkah, Happy  
15      Kwanzaa, and anything else that may come in the  
16      close of the year for everyone.

17                      And with that, I'll call us adjourned.

18                               -   -   -  
19                      Thereupon, the proceedings of  
20                      December 15, 2025 were concluded  
21                      at 1:29 o'clock p.m.  
22                               -   -   -  
23

## 1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned  
3 Court Reporter and Notary Public residing in the  
4 City of Shelbyville, Shelby County, Indiana, do  
5 hereby certify that the foregoing is a true and  
6 correct transcript of the proceedings taken by me  
7 on Monday, December 15, 2025 in this matter and  
8 transcribed by me.



*Lindy L. Meyer, Jr.*

Lindy L. Meyer, Jr.,

Notary Public in and

for the State of Indiana.

14

15 My Commission expires August 26, 2032.

16 Commission No. NP0690003

17

18

19

20

21

22

23

<b>1</b>	23:1, 25:14, 27:2 <b>abuse</b> [1] - 20:3 <b>access</b> [1] - 15:15 <b>accommodation</b> [1] - 17:5 <b>ACCURATE</b> [1] - 1:21 <b>accuratereportingofindiana@gmail.com</b> [1] - 1:23 <b>Act</b> [1] - 11:15 <b>acted</b> [1] - 20:5 <b>actual</b> [1] - 23:21 <b>address</b> [1] - 3:18 <b>addressed</b> [1] - 3:19 <b>adhere</b> [1] - 16:23 <b>adhering</b> [1] - 17:13 <b>adjourn</b> [1] - 25:3 <b>adjourned</b> [1] - 27:17 <b>Adrianne</b> [2] - 1:11, 2:3 <b>advised</b> [1] - 3:8 <b>advocate</b> [1] - 16:16 <b>affecting</b> [2] - 16:6, 18:10 <b>Afuwape</b> [1] - 2:12 <b>agencies</b> [2] - 8:12, 10:1 <b>agency</b> [1] - 8:8 <b>agenda</b> [2] - 3:6, 4:18 <b>agents</b> [1] - 16:16 <b>ahead</b> [2] - 3:4, 7:21 <b>allowed</b> [2] - 3:8, 4:1 <b>ALSO</b> [1] - 2:14 <b>American</b> [1] - 11:7 <b>announce</b> [3] - 3:6, 4:18, 8:10 <b>announced</b> [1] - 7:19 <b>announcements</b> [1] - 27:4 <b>annual</b> [2] - 7:22, 8:2 <b>antagonizing</b> [1] - 17:9 <b>appeal</b> [2] - 3:16, 13:17 <b>appeals</b> [2] - 3:14, 5:1 <b>APPEARANCES</b> [1] - 2:1 <b>appreciate</b> [3] - 9:8, 26:2, 26:11 <b>approval</b> [1] - 4:21 <b>approve</b> [1] - 5:10 <b>approved</b> [1] - 6:3 <b>argument</b> [7] - 3:11, 5:2, 10:19, 12:13, 13:9, 13:17, 22:13 <b>assign</b> [3] - 5:3, 22:16, 22:20 <b>assigned</b> [2] - 11:8, 13:8	<b>assist</b> [2] - 7:3, 8:22 <b>assisting</b> [1] - 8:19 <b>association</b> [1] - 11:6 <b>attacking</b> [1] - 14:7 <b>attendance</b> [1] - 23:7 <b>attorney</b> [1] - 6:20 <b>August</b> [1] - 28:15 <b>authority</b> [1] - 17:22 <b>Avenue</b> [2] - 1:15, 2:8 <b>aware</b> [2] - 4:1, 13:1 <b>awesome</b> [1] - 9:23 <b>Aye</b> [2] - 12:9, 22:3 <b>aye</b> [4] - 5:19, 5:21, 5:23, 6:2 <b>ayes</b> [1] - 12:11	20:22, 22:17, 22:18, 22:20 <b>cases</b> [7] - 5:1, 5:3, 6:18, 22:12, 22:23, 23:2, 23:4 <b>categories</b> [1] - 8:9 <b>cc</b> [1] - 17:11 <b>cc'd</b> [2] - 16:13, 17:10 <b>Celebration</b> [1] - 7:23 <b>celebration</b> [1] - 27:10 <b>Centennial</b> [1] - 11:6 <b>Center</b> [2] - 1:15, 2:7 <b>Central</b> [1] - 7:9 <b>certainly</b> [1] - 25:18 <b>CERTIFICATE</b> [1] - 28:1 <b>certify</b> [1] - 28:5 <b>Chair</b> [7] - 4:12, 4:14, 5:22, 6:1, 11:11, 13:8, 25:22 <b>chair</b> [1] - 11:9 <b>CHAIR</b> [16] - 4:13, 5:11, 5:23, 9:20, 9:22, 10:4, 11:11, 11:19, 19:18, 20:12, 20:17, 20:21, 21:13, 24:16, 24:20, 24:23 <b>CHAIRPERSON</b> [55] - 3:3, 4:4, 4:15, 4:17, 5:7, 5:9, 5:12, 5:15, 6:2, 6:4, 9:9, 9:12, 9:18, 9:21, 10:5, 10:8, 10:11, 10:16, 11:3, 11:17, 11:20, 12:1, 12:4, 12:8, 12:10, 12:17, 12:20, 12:22, 13:2, 13:6, 13:13, 19:11, 19:14, 20:10, 21:7, 21:11, 21:18, 21:21, 22:1, 22:4, 22:6, 22:10, 23:3, 23:10, 23:15, 24:3, 24:6, 24:14, 24:19, 25:2, 26:7, 26:13, 26:19, 27:3, 27:7 <b>Chairperson</b> [2] - 1:12, 2:3 <b>charged</b> [1] - 17:11 <b>Chicago</b> [1] - 14:5 <b>Christiana</b> [1] - 2:12 <b>Christine</b> [1] - 11:5 <b>Christmas</b> [1] - 27:14 <b>City</b> [2] - 6:18, 28:4 <b>city</b> [1] - 6:19 <b>CIVIL</b> [2] - 1:2, 2:6 <b>civil</b> [2] - 6:17, 13:23 <b>Civil</b> [2] - 1:11, 11:16 <b>claimed</b> [1] - 16:14 <b>CLAY</b> [7] - 6:6, 10:2,	10:7, 10:10, 23:12, 24:21, 27:2 <b>Clay</b> [1] - 2:6 <b>clay</b> [1] - 25:19 <b>clerk</b> [1] - 3:21 <b>close</b> [1] - 27:16 <b>code</b> [1] - 17:12 <b>cognitive</b> [2] - 20:1 <b>cognizant</b> [1] - 8:21 <b>cold</b> [1] - 6:8 <b>colleagues</b> [1] - 25:23 <b>color</b> [1] - 13:21 <b>coming</b> [5] - 14:13, 15:18, 15:19, 19:15, 22:8 <b>comm</b> [4] - 4:8, 4:10, 5:20, 25:4 <b>COMM</b> [23] - 4:9, 4:11, 5:14, 5:19, 5:21, 9:16, 10:14, 11:23, 12:3, 19:19, 19:22, 20:6, 20:9, 20:16, 20:19, 21:6, 21:9, 21:20, 21:23, 25:14, 26:10, 26:18, 26:20 <b>Comm</b> [6] - 5:18, 9:14, 10:12, 11:2, 21:8, 22:17 <b>commemorations</b> [1] - 27:10 <b>comment</b> [2] - 5:6, 9:20 <b>commentary</b> [1] - 23:17 <b>Comments</b> [2] - 3:12, 3:23 <b>COMMISSION</b> [4] - 1:2, 2:2, 2:6, 2:10 <b>commission</b> [5] - 3:10, 3:18, 3:22, 24:1, 26:11 <b>Commission</b> [6] - 1:11, 2:9, 3:9, 26:21, 28:15, 28:16 <b>commissioners</b> [3] - 5:3, 23:4, 25:10 <b>Commissioners</b> [4] - 3:14, 12:9, 19:16, 22:3 <b>community</b> [1] - 14:10 <b>company</b> [1] - 11:7 <b>complainant</b> [1] - 12:16 <b>complaint</b> [2] - 3:16, 7:12 <b>complaints</b> [5] - 6:18, 7:11, 14:23, 16:17, 20:5 <b>computer</b> [1] - 15:23 <b>computers</b> [1] - 15:10
<b>2</b>	<b>2016</b> [1] - 6:16 <b>2024</b> [1] - 13:23 <b>2025</b> [6] - 1:5, 1:17, 3:1, 14:1, 27:19, 28:7 <b>2026</b> [1] - 5:5 <b>2032</b> [1] - 28:15 <b>24/7</b> [1] - 15:7 <b>26</b> [1] - 28:15 <b>26th</b> [2] - 24:5, 24:12 <b>27th</b> [2] - 8:2, 8:4	<b>B</b>		
<b>3</b>	<b>3.96</b> [1] - 8:15 <b>317</b> [1] - 1:22 <b>35th</b> [1] - 7:22	<b>bake</b> [1] - 7:14 <b>bake-off</b> [1] - 7:14 <b>bank</b> [2] - 15:12, 15:13 <b>banks</b> [1] - 16:1 <b>based</b> [2] - 3:15, 11:14 <b>beautiful</b> [1] - 26:21 <b>becoming</b> [1] - 16:8 <b>BEFORE</b> [1] - 1:1 <b>began</b> [1] - 18:10 <b>begged</b> [1] - 18:18 <b>begin</b> [1] - 3:5 <b>behalf</b> [2] - 2:9, 12:19 <b>benefit</b> [1] - 26:16 <b>best</b> [1] - 6:23 <b>better</b> [1] - 23:6 <b>bit</b> [1] - 7:6 <b>blocking</b> [1] - 16:3 <b>BLUITT</b> [1] - 26:12 <b>Bluitt</b> [1] - 2:12 <b>brief</b> [1] - 10:17 <b>bringing</b> [2] - 6:8, 24:21 <b>building</b> [1] - 24:11 <b>Burdick</b> [1] - 22:14 <b>Busanelli</b> [1] - 11:6 <b>business</b> [4] - 4:23, 11:5, 22:11		
<b>4</b>	<b>4.28</b> [1] - 8:13 <b>46032</b> [1] - 1:22 <b>46204</b> [1] - 2:8	<b>C</b>		
<b>5</b>	<b>543</b> [1] - 1:21	<b>cadence</b> [1] - 23:17 <b>cannot</b> [3] - 17:19, 17:20, 18:6 <b>captioned</b> [1] - 1:10 <b>card</b> [1] - 18:17 <b>Carmel</b> [1] - 1:22 <b>carries</b> [1] - 22:7 <b>Case</b> [2] - 13:7, 22:20 <b>case</b> [13] - 3:20, 8:20, 10:22, 11:5, 11:8, 12:12, 13:3, 13:8,		
<b>6</b>	<b>60-plus</b> [1] - 10:1 <b>68</b> [1] - 8:12			
<b>8</b>	<b>848-0088</b> [1] - 1:22			
<b>A</b>	<b>able</b> [1] - 6:17 <b>above-captioned</b> [1] - 1:10 <b>absolutely</b> [4] - 10:10,			

<p><b>concerning</b> [1] - 3:14  <b>concerns</b> [1] - 23:8  <b>concluded</b> [1] - 27:19  <b>conduct</b> [2] - 17:12, 18:9  <b>congratulations</b> [1] - 9:22  <b>constituents</b> [1] - 8:19  <b>contact</b> [4] - 14:20, 15:3, 16:14, 17:16  <b>contacted</b> [3] - 14:20, 14:22  <b>continually</b> [1] - 15:20  <b>continue</b> [6] - 7:8, 8:9, 8:16, 9:3, 9:7, 23:17  <b>continued</b> [2] - 14:11, 17:10  <b>continuing</b> [2] - 7:5, 23:8  <b>continuously</b> [1] - 20:4  <b>conversation</b> [1] - 9:5  <b>conversations</b> [1] - 9:2  <b>correct</b> [2] - 13:4, 28:6  <b>Council</b> [1] - 6:13  <b>Country</b> [1] - 22:15  <b>County</b> [2] - 1:14, 28:4  <b>couple</b> [2] - 6:9, 14:6  <b>course</b> [10] - 5:5, 18:19, 18:21, 18:22, 19:3, 19:4, 19:5, 19:6  <b>courses</b> [2] - 18:16, 18:17  <b>Court</b> [1] - 28:3  <b>crime</b> [1] - 17:4  <b>crimes</b> [1] - 14:3</p>	<p><b>desk</b> [1] - 26:23  <b>detail</b> [1] - 18:14  <b>determination</b> [1] - 3:15  <b>diagnosed</b> [1] - 19:20  <b>diagnosis</b> [1] - 20:20  <b>different</b> [2] - 16:11, 17:4  <b>direction</b> [1] - 26:17  <b>directive</b> [3] - 16:23, 17:13, 17:15  <b>directly</b> [3] - 3:9, 3:12, 3:19  <b>director</b> [3] - 25:18, 25:20  <b>Director</b> [2] - 2:6, 2:7  <b>director's</b> [4] - 4:22, 6:5, 11:14, 21:16  <b>disabilities</b> [2] - 17:19, 18:8  <b>disability</b> [8] - 13:21, 15:7, 16:6, 16:10, 19:7, 19:20, 20:23, 21:15  <b>discrimin</b> [1] - 18:6  <b>discriminate</b> [1] - 18:7  <b>discriminated</b> [3] - 13:20, 17:18, 21:1  <b>discrimination</b> [4] - 13:18, 13:19, 14:15, 21:15  <b>discuss</b> [1] - 22:23  <b>discussion</b> [1] - 24:8  <b>docket</b> [1] - 3:21  <b>doctor</b> [1] - 20:18  <b>doctor's</b> [1] - 20:8  <b>doctoral</b> [1] - 26:4  <b>doctors</b> [1] - 17:23  <b>documentation</b> [1] - 18:13  <b>documentations</b> [1] - 15:5  <b>documented</b> [2] - 20:6, 20:20  <b>done</b> [1] - 13:20  <b>down</b> [1] - 26:5  <b>Dr</b> [1] - 7:22  <b>Drive</b> [1] - 1:21  <b>drop</b> [4] - 18:15, 18:18, 18:21, 19:2  <b>dropped</b> [1] - 19:3  <b>dropping</b> [1] - 18:17  <b>during</b> [4] - 3:9, 3:10, 3:11, 3:23</p>	<p>26:1  <b>EDha25010048</b> [1] - 13:7  <b>Edward</b> [1] - 22:14  <b>EEOC</b> [1] - 9:3  <b>effort</b> [1] - 6:13  <b>eight</b> [1] - 25:15  <b>either</b> [1] - 10:22  <b>elements</b> [1] - 20:22  <b>elevator</b> [1] - 10:15  <b>EMAIL</b> [1] - 1:23  <b>EMha24100957</b> [1] - 22:16  <b>employee</b> [1] - 8:13  <b>employees</b> [3] - 15:11, 15:12, 17:14  <b>EMse24060594</b> [1] - 22:20  <b>end</b> [5] - 3:12, 5:6, 19:4, 25:13, 25:17  <b>ends</b> [1] - 3:22  <b>energy</b> [1] - 25:21  <b>engineering</b> [1] - 14:1  <b>enjoy</b> [1] - 25:7  <b>enjoyed</b> [1] - 25:17  <b>enrolled</b> [2] - 13:22, 17:2  <b>entered</b> [1] - 11:2  <b>entries</b> [1] - 7:17  <b>essentially</b> [1] - 17:15  <b>establish</b> [2] - 3:5, 4:7  <b>established</b> [1] - 6:15  <b>Estates</b> [1] - 11:6  <b>esteem</b> [1] - 26:23  <b>events</b> [3] - 6:10, 7:9, 7:13  <b>evidence</b> [2] - 20:14, 21:3  <b>excellent</b> [1] - 25:19  <b>except</b> [2] - 3:10, 3:18  <b>excited</b> [3] - 8:16, 10:2, 10:3  <b>exciting</b> [1] - 10:9  <b>expires</b> [1] - 28:15  <b>extreme</b> [1] - 18:15  <b>extremely</b> [1] - 18:9</p>	<p><b>file</b> [4] - 16:21, 17:3, 20:7, 20:13  <b>filing</b> [2] - 14:23, 16:17  <b>fill</b> [1] - 6:22  <b>final</b> [1] - 3:17  <b>findings</b> [1] - 11:14  <b>fine</b> [1] - 24:12  <b>finish</b> [1] - 26:4  <b>first</b> [5] - 10:22, 11:5, 11:17, 17:18, 22:14  <b>five</b> [3] - 8:14, 13:10, 16:8  <b>following</b> [2] - 23:20, 24:2  <b>force</b> [1] - 17:20  <b>foregoing</b> [1] - 28:5  <b>forward</b> [1] - 8:6  <b>four</b> [1] - 16:7  <b>fourth</b> [2] - 8:12, 9:23  <b>Freightliner</b> [1] - 22:16  <b>Fridays</b> [2] - 23:7, 23:13  <b>fruits</b> [1] - 25:8</p>	<p><b>hard</b> [1] - 8:19  <b>HARRINGTON</b> [7] - 4:9, 5:19, 9:16, 10:14, 12:3, 21:9, 21:20  <b>Harrington</b> [8] - 2:4, 4:8, 5:18, 9:14, 10:12, 11:2, 21:8, 22:17  <b>hate</b> [1] - 14:3  <b>health</b> [2] - 16:6, 18:11  <b>hear</b> [2] - 10:9, 26:15  <b>hearing</b> [1] - 23:16  <b>help</b> [2] - 6:14, 14:9  <b>hereby</b> [1] - 28:5  <b>high</b> [2] - 10:5, 26:23  <b>historically</b> [1] - 23:13  <b>HOha25030152</b> [1] - 11:8  <b>hold</b> [2] - 18:16, 26:23  <b>holding</b> [1] - 8:23  <b>holiday</b> [5] - 7:14, 7:22, 23:21, 27:8, 27:10  <b>Holli</b> [1] - 2:4  <b>Holly</b> [1] - 22:18  <b>Holocaust</b> [1] - 8:3  <b>house</b> [1] - 15:19  <b>Housing</b> [1] - 11:15  <b>HUD</b> [1] - 9:3  <b>Human</b> [1] - 6:12</p>
<p><b>D</b></p> <p><b>d/b/a</b> [1] - 22:15  <b>dates</b> [1] - 5:4  <b>days</b> [1] - 23:13  <b>Dean</b> [1] - 14:18  <b>dean</b> [3] - 15:3, 16:15, 17:11  <b>Debra</b> [1] - 2:12  <b>DECEMBER</b> [1] - 1:5  <b>December</b> [6] - 1:17, 3:1, 6:7, 7:20, 27:19, 28:7  <b>degree</b> [1] - 26:4  <b>demonstrated</b> [1] - 20:22  <b>department</b> [1] - 8:11  <b>departments</b> [2] - 16:11, 17:5  <b>Deputy</b> [1] - 2:7  <b>deputy</b> [1] - 25:20</p>	<p><b>E</b></p> <p><b>e-mail</b> [4] - 16:20, 18:22, 19:1, 19:2  <b>e-mails</b> [2] - 16:10,</p>	<p><b>F</b></p> <p><b>face</b> [1] - 16:23  <b>faced</b> [3] - 14:16, 15:6, 16:5  <b>facing</b> [1] - 16:9  <b>Fair</b> [1] - 11:14  <b>false</b> [1] - 14:23  <b>far</b> [1] - 10:12  <b>favor</b> [2] - 12:8, 22:2  <b>feature</b> [1] - 7:16  <b>few</b> [1] - 7:12</p>	<p><b>G</b></p> <p><b>Gaps</b> [5] - 16:20, 16:22, 17:16, 17:20, 17:21  <b>gathering</b> [1] - 15:16  <b>given</b> [1] - 17:13  <b>Godspeed</b> [1] - 26:10  <b>Government</b> [2] - 1:15, 2:7  <b>GPA</b> [1] - 19:8  <b>grad</b> [1] - 14:12  <b>graduated</b> [1] - 14:1  <b>grateful</b> [1] - 13:16  <b>great</b> [6] - 10:4, 25:15, 25:20, 25:22, 26:2, 27:13  <b>grievance</b> [1] - 17:17  <b>grievances</b> [3] - 16:12, 16:21, 17:3  <b>group</b> [1] - 25:9  <b>guess</b> [2] - 4:6, 18:12  <b>guys</b> [2] - 14:8, 15:9</p>	<p><b>I</b></p> <p><b>ICRC</b> [2] - 4:22, 6:5  <b>ignored</b> [1] - 17:1  <b>Illinois</b> [1] - 14:4  <b>illness</b> [1] - 18:1  <b>impairment</b> [1] - 20:2  <b>impossible</b> [1] - 16:8  <b>improving</b> [1] - 8:16  <b>Inc</b> [1] - 11:7  <b>incapacitated</b> [1] - 18:2  <b>incapacitation</b> [1] - 18:5  <b>increase</b> [1] - 8:14  <b>increasing</b> [3] - 8:20, 9:4, 9:7  <b>INDIANA</b> [3] - 1:1, 1:21, 2:6  <b>Indiana</b> [16] - 1:10, 1:14, 1:16, 1:22, 2:7, 2:8, 7:9, 8:4, 11:14, 11:16, 17:22, 22:15, 27:13, 28:4, 28:13  <b>Indianapolis</b> [2] - 1:16, 2:8  <b>information</b> [6] -</p>
			<p><b>H</b></p> <p><b>hacking</b> [2] - 15:9, 15:22  <b>handle</b> [3] - 6:17, 18:19, 19:6  <b>Hanukkah</b> [1] - 27:14  <b>happy</b> [2] - 27:14  <b>harassing</b> [2] - 14:23, 16:2</p>	

15:15, 15:16, 15:22, 15:23, 16:2, 20:11 <b>informed</b> [1] - 8:11 <b>initial</b> [2] - 3:15, 6:15 <b>initiative</b> [1] - 6:19 <b>inside</b> [2] - 10:18, 10:23 <b>instead</b> [2] - 16:20, 16:22 <b>intelligence</b> [1] - 15:16 <b>intent</b> [1] - 6:16 <b>interest</b> [1] - 18:14 <b>International</b> [1] - 22:19 <b>intimidated</b> [1] - 15:20 <b>investigation</b> [1] - 13:19 <b>investigative</b> [1] - 3:17 <b>invite</b> [1] - 7:15 <b>involve</b> [1] - 5:2 <b>involved</b> [1] - 14:9 <b>issue</b> [2] - 11:12, 11:18 <b>issues</b> [2] - 11:12, 11:21 <b>it'll</b> [1] - 7:16 <b>IWU</b> [1] - 26:4	<b>kind</b> [4] - 6:22, 7:11, 8:18, 21:2 <b>king</b> [1] - 7:22 <b>Kreider</b> [1] - 2:7 <b>KREIDER</b> [2] - 18:3, 19:10 <b>Kwanzaa</b> [1] - 27:15	20:19 <b>med</b> [1] - 17:23 <b>meet</b> [1] - 24:10 <b>meeting</b> [13] - 3:5, 3:10, 3:13, 3:22, 4:21, 5:4, 5:10, 6:11, 7:20, 22:14, 23:13, 24:1, 25:5 <b>MEETING</b> [1] - 1:5 <b>meetings</b> [2] - 23:5, 23:6 <b>members</b> [2] - 3:18, 7:17 <b>MEMBERS</b> [1] - 2:2 <b>memory</b> [1] - 20:2 <b>mental</b> [4] - 16:6, 18:1, 18:10, 19:20 <b>mentally</b> [1] - 18:2 <b>mentioned</b> [1] - 20:13 <b>Merry</b> [1] - 27:14 <b>met</b> [1] - 6:11 <b>Mexico</b> [1] - 25:1 <b>Meyer</b> [3] - 1:12, 28:2, 28:11 <b>Michael</b> [2] - 2:11, 26:1 <b>Michael's</b> [1] - 8:18 <b>mid</b> [2] - 10:19, 18:8 <b>mid-oral</b> [1] - 10:19 <b>mid-semester</b> [1] - 18:8 <b>midsummer</b> [1] - 15:4 <b>might</b> [1] - 7:2 <b>minute</b> [2] - 18:3, 18:4 <b>minutes</b> [3] - 4:2, 4:22, 5:10 <b>minutes'</b> [1] - 13:10 <b>miss</b> [1] - 25:13 <b>moment</b> [2] - 10:20, 10:23 <b>Monday</b> [6] - 1:16, 23:5, 23:6, 23:20, 24:2, 28:7 <b>Mondays</b> [2] - 23:8, 23:14 <b>month</b> [1] - 4:23 <b>month's</b> [1] - 5:10 <b>monthly</b> [1] - 7:19 <b>morning</b> [1] - 25:5 <b>motion</b> [5] - 5:10, 11:22, 21:19, 22:2, 22:6 <b>moved</b> [3] - 5:11, 11:23, 21:20 <b>MR</b> [40] - 3:7, 4:6, 4:10, 4:12, 4:14, 4:16, 4:20, 5:8, 5:16, 5:20, 5:22, 6:1, 6:3, 6:6, 10:2, 10:7, 10:10, 12:6, 12:15,	12:18, 12:21, 12:23, 13:5, 13:12, 13:14, 18:3, 18:5, 19:10, 19:13, 19:21, 19:23, 20:8, 22:9, 23:1, 23:12, 23:22, 24:4, 24:13, 24:21, 27:2 <b>MS</b> [1] - 26:12 <b>Muslim</b> [1] - 14:8 <b>must</b> [1] - 3:17	<b>OTHER</b> [1] - 2:10 <b>ourselves</b> [2] - 7:6, 24:7 <b>outcome</b> [1] - 13:18 <b>overall</b> [1] - 8:8 <b>overlapping</b> [1] - 7:2
<b>J</b>	<b>L</b>	<b>N</b>	<b>P</b>	
<b>Jackson</b> [4] - 2:4, 4:10, 5:20, 25:4 <b>JACKSON</b> [16] - 4:11, 5:14, 5:21, 11:23, 19:19, 19:22, 20:6, 20:9, 20:16, 20:19, 21:6, 21:23, 25:14, 26:10, 26:18, 26:20 <b>James</b> [1] - 2:4 <b>January</b> [9] - 7:21, 7:23, 8:1, 8:4, 13:23, 22:13, 23:18, 24:1, 24:5 <b>job</b> [3] - 10:4, 25:19, 25:22 <b>join</b> [1] - 6:21 <b>Jr</b> [3] - 1:13, 28:2, 28:11 <b>judge</b> [1] - 17:21 <b>June</b> [1] - 22:18	<b>labor</b> [1] - 25:8 <b>largely</b> [1] - 6:19 <b>last</b> [9] - 5:10, 6:11, 6:13, 8:10, 8:14, 25:5, 26:5, 27:8, 27:12 <b>Laughter</b> [1] - 26:9 <b>Law</b> [1] - 11:16 <b>lead</b> [1] - 9:3 <b>led</b> [1] - 6:19 <b>level</b> [1] - 27:9 <b>Lewis</b> [1] - 22:18 <b>light</b> [1] - 27:9 <b>likely</b> [2] - 10:20, 24:11 <b>Lindy</b> [3] - 1:12, 28:2, 28:11 <b>line</b> [1] - 24:8 <b>LLC</b> [2] - 1:21, 22:19 <b>load</b> [3] - 18:20, 18:21, 19:6 <b>look</b> [1] - 8:6 <b>looking</b> [2] - 7:21, 9:4 <b>loss</b> [1] - 20:2 <b>Lostutter</b> [1] - 2:11 <b>LOSTUTTER</b> [22] - 3:7, 4:6, 4:10, 4:12, 4:14, 4:16, 4:20, 5:8, 5:16, 5:20, 5:22, 6:1, 6:3, 12:6, 12:15, 12:18, 12:21, 12:23, 23:1, 23:22, 24:4, 24:13 <b>Lucy</b> [1] - 7:15 <b>Luther</b> [1] - 7:22	<b>N300</b> [2] - 1:16, 2:8 <b>name</b> [1] - 13:15 <b>namely</b> [1] - 14:18 <b>national</b> [1] - 13:21 <b>near</b> [1] - 9:5 <b>needed</b> [2] - 17:5, 18:20 <b>never</b> [2] - 19:3, 20:5 <b>new</b> [4] - 5:3, 22:11, 25:18, 25:20 <b>next</b> [4] - 6:5, 9:5, 12:12, 22:18 <b>noon</b> [1] - 8:5 <b>North</b> [4] - 1:15, 2:7, 2:8 <b>Notary</b> [3] - 1:13, 28:3, 28:12 <b>note</b> [1] - 20:8 <b>notice</b> [2] - 3:16, 5:1 <b>November</b> [1] - 4:23 <b>NP0690003</b> [1] - 28:16 <b>numbers</b> [4] - 8:20, 9:4, 9:7, 10:6	<b>p.m</b> [4] - 1:17, 3:1, 3:4, 27:19 <b>packets</b> [1] - 8:17 <b>participants</b> [1] - 7:18 <b>particular</b> [1] - 24:1 <b>parties</b> [1] - 12:14 <b>partnership</b> [1] - 25:9 <b>party</b> [2] - 3:8, 4:19 <b>pause</b> [1] - 10:17 <b>people</b> [8] - 7:12, 15:12, 15:14, 15:18, 15:19, 16:1, 25:21, 26:16 <b>personal</b> [2] - 15:15, 27:8 <b>personnel</b> [1] - 8:11 <b>Philip</b> [1] - 2:6 <b>phone</b> [1] - 15:10 <b>pick</b> [1] - 11:4 <b>plate</b> [2] - 26:6, 26:8 <b>pleased</b> [1] - 8:10 <b>PNC</b> [1] - 15:13 <b>point</b> [4] - 14:19, 15:3, 16:14, 26:16 <b>Pointe</b> [1] - 1:21 <b>police</b> [8] - 14:20, 14:21, 14:22, 16:7, 16:10, 16:18, 17:3, 20:4 <b>Ponds</b> [1] - 1:21 <b>practices</b> [1] - 6:23 <b>presence</b> [1] - 7:8 <b>PRESENT</b> [2] - 2:10, 2:14 <b>present</b> [3] - 4:9, 4:15, 21:5 <b>presented</b> [1] - 26:22 <b>pretty</b> [1] - 9:23 <b>prevented</b> [1] - 18:17 <b>previous</b> [2] - 4:21, 23:17 <b>previously</b> [2] - 3:10, 7:7 <b>privilege</b> [2] - 25:4, 27:8 <b>probable</b> [2] - 11:15, 21:17 <b>problems</b> [2] - 20:1, 20:2 <b>PROCEEDINGS</b> [1] - 1:9	
<b>K</b>	<b>M</b>	<b>O</b>		
<b>keep</b> [5] - 8:20, 9:7, 15:9, 15:10, 26:23 <b>keepsake</b> [1] - 26:21 <b>kept</b> [3] - 14:13, 15:22, 16:13	<b>Madam</b> [1] - 11:11 <b>mail</b> [4] - 16:20, 18:22, 19:1, 19:2 <b>mails</b> [2] - 16:10, 26:1 <b>management</b> [1] - 11:7 <b>manner</b> [1] - 8:22 <b>Marble</b> [1] - 22:19 <b>Martin</b> [1] - 7:22 <b>Master's</b> [1] - 13:23 <b>matter</b> [2] - 1:10, 28:7 <b>mean</b> [3] - 17:1, 20:17,	<b>o'clock</b> [3] - 1:17, 3:1, 27:19 <b>OF</b> [3] - 1:1, 1:5, 1:21 <b>office</b> [2] - 14:18, 26:23 <b>offices</b> [1] - 17:17 <b>official</b> [1] - 14:17 <b>old</b> [3] - 4:23, 11:5, 22:11 <b>one</b> [10] - 5:1, 7:4, 7:10, 11:12, 17:14, 18:3, 22:14, 23:18, 27:12 <b>opportunity</b> [3] - 6:11, 6:21, 27:12 <b>opposed</b> [1] - 22:4 <b>oral</b> [7] - 3:11, 5:2, 10:19, 12:12, 13:9, 13:17, 22:13 <b>order</b> [1] - 3:5 <b>origin</b> [1] - 13:21		

<p><b>proceedings</b> [2] - 27:18, 28:6</p> <p><b>process</b> [1] - 7:12</p> <p><b>processes</b> [1] - 6:23</p> <p><b>products</b> [1] - 22:19</p> <p><b>professor</b> [1] - 14:8</p> <p><b>Program</b> [1] - 8:3</p> <p><b>program</b> [6] - 6:14, 6:15, 8:7, 13:23, 23:19, 24:10</p> <p><b>programs</b> [1] - 8:5</p> <p><b>progress</b> [1] - 8:9</p> <p><b>proud</b> [2] - 8:16, 25:18</p> <p><b>provide</b> [2] - 7:1, 21:3</p> <p><b>PTSD</b> [1] - 19:23</p> <p><b>public</b> [3] - 3:11, 3:23, 5:5</p> <p><b>PUBLIC</b> [1] - 1:5</p> <p><b>Public</b> [3] - 1:13, 28:3, 28:12</p> <p><b>punish</b> [2] - 17:19, 18:6</p> <p><b>punishment</b> [2] - 16:23, 18:16</p> <p><b>Purdue</b> [8] - 13:7, 13:22, 14:2, 14:13, 14:14, 14:16, 16:18, 17:2</p> <p><b>put</b> [1] - 18:16</p>	<p><b>reason</b> [1] - 13:16</p> <p><b>reasonable</b> [1] - 11:13</p> <p><b>received</b> [2] - 7:15, 19:8</p> <p><b>recent</b> [1] - 6:10</p> <p><b>recently</b> [2] - 9:2, 13:19</p> <p><b>Recess</b> [1] - 11:1</p> <p><b>recommend</b> [2] - 11:13, 21:13</p> <p><b>recommendation</b> [3] - 11:10, 21:12, 24:9</p> <p><b>reduce</b> [1] - 18:20</p> <p><b>regarding</b> [3] - 14:16, 14:21, 16:11</p> <p><b>region</b> [1] - 9:4</p> <p><b>Relations</b> [1] - 6:12</p> <p><b>remarks</b> [1] - 3:23</p> <p><b>remember</b> [1] - 26:14</p> <p><b>Remembrance</b> [1] - 8:3</p> <p><b>report</b> [3] - 3:17, 4:22, 6:5</p> <p><b>Reporter</b> [1] - 28:3</p> <p><b>REPORTING</b> [1] - 1:21</p> <p><b>represented</b> [1] - 12:14</p> <p><b>requested</b> [1] - 13:9</p> <p><b>requesting</b> [1] - 22:12</p> <p><b>residing</b> [1] - 28:3</p> <p><b>responded</b> [2] - 12:9, 22:3</p> <p><b>Respondent</b> [1] - 12:19</p> <p><b>response</b> [4] - 9:11, 22:5, 23:9, 27:6</p> <p><b>responsibilities</b> [1] - 9:1</p> <p><b>retaliation</b> [1] - 14:3</p> <p><b>revive</b> [1] - 6:14</p> <p><b>RIGHTS</b> [2] - 1:2, 2:6</p> <p><b>rights</b> [2] - 6:17, 11:16</p> <p><b>Rights</b> [1] - 1:11</p> <p><b>rights-type</b> [1] - 6:17</p> <p><b>righty</b> [1] - 3:7</p> <p><b>roll</b> [3] - 4:7, 12:5, 12:7</p> <p><b>Room</b> [2] - 1:16, 2:8</p> <p><b>room</b> [1] - 11:2</p> <p><b>Royce</b> [4] - 2:15, 13:3, 13:6, 13:15</p> <p><b>ruining</b> [1] - 15:16</p>	<p>16:11, 16:16, 16:17, 17:19, 18:18, 18:21, 19:7</p> <p><b>score</b> [2] - 8:13, 8:15</p> <p><b>Scott</b> [3] - 2:7, 6:10, 6:21</p> <p><b>season</b> [2] - 27:8, 27:11</p> <p><b>second</b> [8] - 5:13, 5:14, 12:2, 12:3, 21:22, 21:23, 22:2, 25:15</p> <p><b>see</b> [7] - 7:1, 20:10, 20:15, 20:16, 22:22, 26:15</p> <p><b>seeing</b> [1] - 8:6</p> <p><b>seem</b> [1] - 8:20</p> <p><b>semester</b> [3] - 15:6, 18:8, 19:4</p> <p><b>Senate</b> [2] - 1:15, 2:8</p> <p><b>send</b> [2] - 8:18, 18:23</p> <p><b>senior</b> [1] - 14:6</p> <p><b>sent</b> [5] - 16:10, 16:19, 18:22, 19:2</p> <p><b>serve</b> [2] - 25:7, 27:12</p> <p><b>service</b> [1] - 25:11</p> <p><b>setting</b> [1] - 7:9</p> <p><b>severe</b> [3] - 15:7, 16:5, 20:3</p> <p><b>share</b> [1] - 13:10</p> <p><b>Shelby</b> [2] - 1:14, 28:4</p> <p><b>Shelbyville</b> [1] - 28:4</p> <p><b>show</b> [1] - 8:17</p> <p><b>sick</b> [3] - 17:6, 17:8, 18:20</p> <p><b>side</b> [1] - 21:4</p> <p><b>similar</b> [2] - 6:16, 21:2</p> <p><b>situation</b> [3] - 7:4, 14:21, 21:2</p> <p><b>situations</b> [1] - 21:14</p> <p><b>Slash</b> [4] - 1:11, 2:3, 4:14, 6:1</p> <p><b>SLASH</b> [55] - 3:3, 4:4, 4:15, 4:17, 5:7, 5:9, 5:12, 5:15, 6:2, 6:4, 9:9, 9:12, 9:18, 9:21, 10:5, 10:8, 10:11, 10:16, 11:3, 11:17, 11:20, 12:1, 12:4, 12:8, 12:10, 12:17, 12:20, 12:22, 13:2, 13:6, 13:13, 19:11, 19:14, 20:10, 21:7, 21:11, 21:18, 21:21, 22:1, 22:4, 22:6, 22:10, 23:3, 23:10, 23:15, 24:3, 24:6, 24:14, 24:19, 25:2, 26:7, 26:13, 26:19, 27:3, 27:7</p>	<p><b>slash</b> [1] - 25:22</p> <p><b>solidify</b> [1] - 9:6</p> <p><b>someplace</b> [1] - 24:17</p> <p><b>sorry</b> [1] - 8:1</p> <p><b>speaking</b> [1] - 14:15</p> <p><b>special</b> [1] - 25:4</p> <p><b>spread</b> [1] - 7:10</p> <p><b>staff</b> [3] - 7:19, 23:11, 26:11</p> <p><b>STAFF</b> [1] - 2:10</p> <p><b>start</b> [2] - 7:11, 15:13</p> <p><b>started</b> [7] - 4:19, 14:3, 14:7, 14:10, 15:15, 16:2, 16:3</p> <p><b>state</b> [1] - 8:11</p> <p><b>STATE</b> [1] - 1:1</p> <p><b>State</b> [4] - 1:13, 17:21, 27:13, 28:13</p> <p><b>statehouse</b> [2] - 8:2, 8:5</p> <p><b>stating</b> [1] - 14:19</p> <p><b>statutory</b> [1] - 8:23</p> <p><b>stenographer</b> [1] - 25:22</p> <p><b>Stephen</b> [1] - 16:13</p> <p><b>Steven</b> [2] - 2:3, 14:19</p> <p><b>still</b> [3] - 8:22, 13:9, 16:10</p> <p><b>Stoops</b> [1] - 22:15</p> <p><b>stop</b> [1] - 19:5</p> <p><b>straight</b> [1] - 15:8</p> <p><b>student</b> [1] - 17:2</p> <p><b>students</b> [4] - 14:7, 14:18, 15:3, 17:11</p> <p><b>Students</b> [1] - 16:15</p> <p><b>study</b> [1] - 16:9</p> <p><b>studying</b> [1] - 19:5</p> <p><b>stuff</b> [2] - 15:1, 16:3</p> <p><b>subjected</b> [1] - 20:3</p> <p><b>submitted</b> [2] - 15:5, 18:13</p> <p><b>summarize</b> [1] - 18:12</p> <p><b>summer</b> [2] - 15:5, 15:6</p> <p><b>support</b> [1] - 7:1</p> <p><b>supports</b> [2] - 20:14, 21:3</p> <p><b>suppose</b> [1] - 26:8</p> <p><b>supposed</b> [1] - 16:15</p>	<p><b>thankful</b> [2] - 25:6, 27:11</p> <p><b>that'll</b> [1] - 7:16</p> <p><b>THE</b> [1] - 1:1</p> <p><b>Thereupon</b> [1] - 27:18</p> <p><b>thoughtfulness</b> [1] - 25:12</p> <p><b>threatened</b> [1] - 15:21</p> <p><b>three</b> [2] - 17:6, 20:4</p> <p><b>Thursday</b> [4] - 6:13, 7:16, 7:23, 8:1</p> <p><b>timely</b> [1] - 8:22</p> <p><b>today</b> [7] - 12:13, 19:15, 22:8, 22:23, 23:4, 26:22, 27:5</p> <p><b>together</b> [1] - 14:7</p> <p><b>total</b> [1] - 8:13</p> <p><b>towards</b> [3] - 15:4, 15:6</p> <p><b>transactions</b> [1] - 16:3</p> <p><b>transcribed</b> [1] - 28:8</p> <p><b>transcript</b> [1] - 28:6</p> <p><b>transferred</b> [1] - 14:12</p> <p><b>trauma</b> [1] - 20:1</p> <p><b>tried</b> [1] - 23:5</p> <p><b>Truck</b> [1] - 22:15</p> <p><b>true</b> [1] - 28:5</p> <p><b>truly</b> [1] - 21:1</p> <p><b>try</b> [1] - 4:19</p> <p><b>trying</b> [1] - 26:4</p> <p><b>Tuesday</b> [1] - 8:3</p> <p><b>two</b> [8] - 4:1, 4:23, 5:3, 11:12, 15:8, 18:8, 20:4, 22:12</p> <p><b>type</b> [1] - 6:17</p>
<p><b>Q</b></p>	<p><b>QUADROS</b> [9] - 13:5, 13:12, 13:14, 18:5, 19:13, 19:21, 19:23, 20:8, 22:9</p> <p><b>Quadros</b> [3] - 2:15, 13:3, 13:6</p> <p><b>questions</b> [7] - 3:20, 9:10, 9:12, 9:15, 19:16, 19:17, 21:8</p> <p><b>quick</b> [2] - 6:9, 10:22</p> <p><b>quite</b> [2] - 7:12, 26:22</p> <p><b>quorum</b> [3] - 3:6, 4:7, 4:16</p>			
<p><b>R</b></p>	<p><b>racial</b> [1] - 21:15</p> <p><b>Ramos</b> [5] - 2:3, 4:12, 5:22, 11:9, 13:8</p> <p><b>RAMOS</b> [16] - 4:13, 5:11, 5:23, 9:20, 9:22, 10:4, 11:11, 11:19, 19:18, 20:12, 20:17, 20:21, 21:13, 24:16, 24:20, 24:23</p> <p><b>rank</b> [1] - 8:12</p> <p><b>really</b> [4] - 5:4, 10:5, 18:9, 18:15</p>			
	<p><b>S</b></p>			
	<p><b>satisfaction</b> [1] - 8:13</p> <p><b>schedule</b> [1] - 23:23</p> <p><b>scheduled</b> [1] - 3:11</p> <p><b>school</b> [11] - 14:4, 14:12, 15:19, 16:5,</p>			
		<p><b>T</b></p>	<p><b>table</b> [1] - 7:10</p> <p><b>tanked</b> [1] - 19:8</p> <p><b>tapping</b> [1] - 15:10</p> <p><b>targeting</b> [1] - 14:11</p> <p><b>team</b> [1] - 7:17</p> <p><b>term</b> [1] - 25:15</p> <p><b>terms</b> [2] - 8:8, 25:13</p>	
			<p><b>U</b></p>	<p><b>UFM</b> [1] - 14:12</p> <p><b>under</b> [6] - 11:15, 11:16, 14:12, 21:14, 22:11</p> <p><b>undersigned</b> [1] - 28:2</p> <p><b>unique</b> [1] - 7:4</p> <p><b>University</b> [2] - 13:7, 14:4</p> <p><b>unless</b> [2] - 3:18, 24:14</p> <p><b>up</b> [6] - 7:9, 8:23, 11:4, 15:19, 26:4</p> <p><b>upcoming</b> [1] - 7:13</p> <p><b>updates</b> [2] - 6:10, 8:8</p> <p><b>uphold</b> [1] - 21:16</p> <p><b>upholding</b> [1] - 11:13</p>
			<p><b>V</b></p>	<p><b>Valparaiso</b> [2] - 6:12, 6:18</p>



<p><b>various</b> <sup>[3]</sup> - 7:9, 7:17, 16:16</p> <p><b>versus</b> <sup>[4]</sup> - 11:6, 13:7, 22:15, 22:18</p> <p><b>Vice</b> <sup>[4]</sup> - 4:12, 5:22, 11:9, 13:8</p> <p><b>VICE</b> <sup>[16]</sup> - 4:13, 5:11, 5:23, 9:20, 9:22, 10:4, 11:11, 11:19, 19:18, 20:12, 20:17, 20:21, 21:13, 24:16, 24:20, 24:23</p> <p><b>Vice-chair</b> <sup>[4]</sup> - 4:12, 5:22, 11:9, 13:8</p> <p><b>VICE-CHAIR</b> <sup>[16]</sup> - 4:13, 5:11, 5:23, 9:20, 9:22, 10:4, 11:11, 11:19, 19:18, 20:12, 20:17, 20:21, 21:13, 24:16, 24:20, 24:23</p> <p><b>victim</b> <sup>[1]</sup> - 14:2</p> <p><b>violation</b> <sup>[1]</sup> - 17:12</p> <p><b>virtually</b> <sup>[2]</sup> - 6:22, 24:17</p> <p><b>visit</b> <sup>[1]</sup> - 17:15</p> <p><b>visiting</b> <sup>[1]</sup> - 17:20</p> <p><b>voice</b> <sup>[1]</sup> - 10:21</p> <p><b>vote</b> <sup>[2]</sup> - 5:17, 10:21</p> <p><b>voted</b> <sup>[1]</sup> - 7:18</p>	<p>27:16</p> <p><b>year's</b> <sup>[1]</sup> - 8:15</p> <p><b>years</b> <sup>[4]</sup> - 15:8, 17:6, 20:4, 25:16</p>
<b>W</b>	
<p><b>wait</b> <sup>[1]</sup> - 3:21</p> <p><b>walked</b> <sup>[1]</sup> - 24:7</p> <p><b>walking</b> <sup>[1]</sup> - 10:18</p> <p><b>warm</b> <sup>[3]</sup> - 24:18, 24:19, 24:21</p> <p><b>warmth</b> <sup>[1]</sup> - 27:9</p> <p><b>Wednesdays</b> <sup>[1]</sup> - 23:12</p> <p><b>week</b> <sup>[3]</sup> - 7:13, 8:10, 9:6</p> <p><b>welcome</b> <sup>[2]</sup> - 5:8, 6:6</p> <p><b>whatsoever</b> <sup>[1]</sup> - 17:22</p> <p><b>whole</b> <sup>[1]</sup> - 14:10</p> <p><b>wild</b> <sup>[1]</sup> - 18:9</p> <p><b>winners</b> <sup>[2]</sup> - 7:17, 7:19</p> <p><b>wire</b> <sup>[1]</sup> - 26:5</p> <p><b>wonderful</b> <sup>[2]</sup> - 4:18, 9:19</p> <p><b>word</b> <sup>[1]</sup> - 7:10</p>	
<b>Y</b>	
<p><b>Yeagley</b> <sup>[2]</sup> - 14:19, 16:13</p> <p><b>year</b> <sup>[3]</sup> - 23:5, 23:23,</p>	