

STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

DOCKET NO. EMha07110543  
EEOC NO. 24FA800058

MISSIE MEADE,  
Complainant,

FILE DATED

v.

OCT 24 2008

SAINT FRANCIS  
HOSPITAL,  
Respondent.

Indiana State Civil Rights Commission

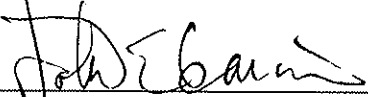
**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**


On September 25, 2008, 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: 24 October 2008

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

Missie Meade  
11601 North Forest Manor Drive  
 Mooresville, IN 46158

Saint Francis Hospital  
c/o Chief Executive Officer  
1201 Hadley Road  
 Mooresville, IN 46158

HALL, RENDER, KILLIAN, HEATH & LYMAN, P.C.  
BY: Kevin A. Stella, Esq and John P. Ryan, Esq.  
Attorneys for Respondent Saint Francis Hospital  
Suite 2000, Box 82064  
One American Square  
Indianapolis, IN 46282

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

Joshua S. Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

STATE OF INDIANA  
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MISSIE MEADE,  
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v.

SAINT FRANCIS  
HOSPITAL,  
Respondent.

FILE DATED

SEP 25 2008

Indiana State Civil Rights Commission

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

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On September 15, 2008, Complainant, Missie Meade ("Meade"), and Respondent, St. Francis Hospital ("St. Francis"), filed their Stipulated Motion To Dismiss With Prejudice.

Having carefully considered the foregoing and being duly advised in the premises the undersigned Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC") proposes that the ICRC enter the following findings of fact, conclusions of law, and order.

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**FINDINGS OF FACT**

1. Meade's complaint alleges that she was terminated from employment by St Francis because of a perceived disability. COMPLAINT OF DISCRIMINATION (October 30, 2007).
2. St. Francis disputes Meade's claims of unlawful discrimination. RESPONDENT'S ANSWER AND AFFIRMATIVE DEFENSES (November 29, 2007).

3. The Motion is expressly motivated by a settlement.
4. There is no evidence of fraud, coercion, duress, or any other reason not to approve the requested dismissal.
5. Any Conclusion Of Law that should have been deemed a Finding Of Fact is hereby adopted as such.

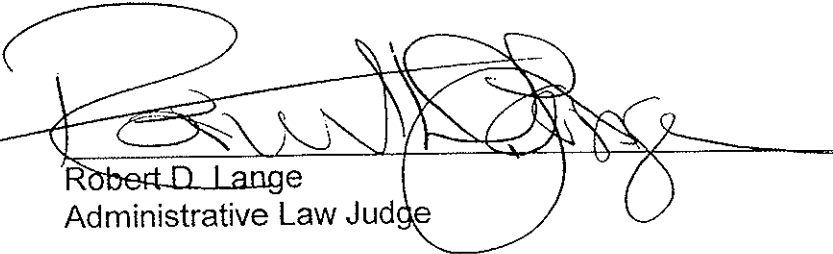
### CONCLUSIONS OF LAW

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 specifying with reasonable particularity each basis for 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 Stipulated Motion To Dismiss With Prejudice is GRANTED.~~
2. The Status Conference that had been scheduled for September 29, 2008 is **CANCELLED**.
3. Meade's complaint is **DISMISSED**, with prejudice.

Dated: 25 September 2008

  
Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 25<sup>th</sup> day of September, 2008 on the following parties and attorneys of record:

Missie Meade  
11601 North Forest Manor Drive  
Mooresville, IN 46158

Saint Francis Hospital  
c/o Chief Executive Officer  
1201 Hadley Road  
Mooresville, IN 46158

HALL, RENDER, KILLIAN, HEATH & LYMAN, P.C.  
BY: Kevin A. Stella, Esq and John P. Ryan, Esq.  
Attorneys for Respondent Saint Francis Hospital  
Suite 2000, Box 82064  
One American Square  
Indianapolis, IN 46282

and to be personally served this 25<sup>th</sup> day of September, 2008 on the following:

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Joshua S. Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

Indiana Civil Rights Commission  
c/o Tony A. Kirkland, Executive Director  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

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