

**MANNY RANGEL,**  
Complainant,

v.

**ARAMARK FACILITY  
SERVICES,**  
Respondent.

FILE DATED  
JUN 22 2012

INDIANA CIVIL RIGHTS COMMISSION

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

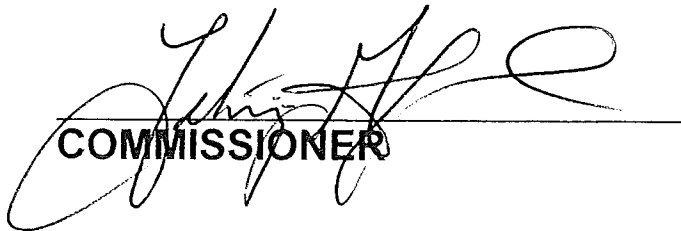
On June 1, 2012, Robert D. Lange, Administrative Law Judge ("ALJ") for the Indiana Civil Rights Commission ("ICRC"), entered his Proposed Findings Of Fact, Conclusions Of Law, And Order ("the proposed decision").

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**

  
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COMMISSIONER

  
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COMMISSIONER

  
\_\_\_\_\_  
COMMISSIONER

  
\_\_\_\_\_  
COMMISSIONER

Dated: 22 June 2012

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

Manny Rangel  
210 Keal Avenue  
Marion, IN 46952

ARAMARK Facility Services  
c/o Erica B. Lee, Human Resources Manager  
1101 Market Street, 22<sup>nd</sup> Floor  
Philadelphia, PA 19107

BAKER HOSTETLER  
BY: Matthew W. Hoyt, Esq. and Jacqueline K. Matthews, Esq.  
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DREWRY SIMMONS VORNEHM LLP  
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Attorneys for Respondent ARAMARK Facility Services  
736 Hanover Place, Suite 200  
Carmel, IN 46032

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

Michael C. Healy, Esq.; Staff Counsel  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

MANNY RANGEL,  
Complainant,

v.

ARAMARK FACILITY  
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FILE DATED

JUN 01 2012

INDIANA CIVIL RIGHTS COMMISSION

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

On May 31, 2012, Complainant, Manny Rangel ("Rangel"), and Respondent – ARAMARK Management Services Limited Partnership, incorrectly named as ARAMARK Facility Services ("ARAMARK"), filed their Stipulated Order Of Dismissal..

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 proceeding began when Rangel filed a complaint with the ICRC alleging that he had been terminated from employment at ARAMARK because of his national origin and/or sex.. COMPLAINT OF DISCRIMINATION (February 28, 2011).
2. ARAMARK denies committing unlawful discrimination. ANSWER (April 12, 2011).
3. The STIPULATED ORDER 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.

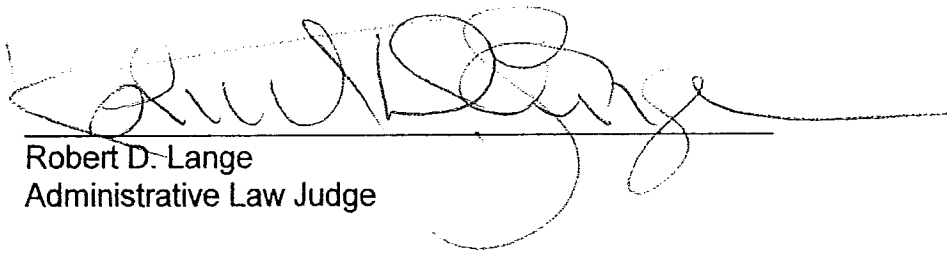
### CONCLUSIONS OF LAW

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 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 ORDER OF DISMISSAL is **GRANTED**.
2. The Final Pre-Hearing Conference that had been scheduled for June 11, 2012 and the Hearing that had been scheduled for June 27 and 28, 2012 are **CANCELLED**.
3. Rangel's complaint is **DISMISSED**, with prejudice.

Dated: 01 June 2012

  
\_\_\_\_\_  
Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 1<sup>st</sup> day of June, 2012 on the following parties and attorneys of record:

Manny Rangel  
210 Keal Avenue  
Marion, IN 46952

ARAMARK Facility Services  
c/o Erica B. Lee, Human Resources Manager  
1101 Market Street, 22<sup>nd</sup> Floor  
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736 Hanover Place, Suite 200  
Carmel, IN 46032

and to be personally served this 1<sup>st</sup> day of June, 2012 on the following attorney of record:

Michael C. Healy, Esq.; Staff Counsel  
Indiana Civil Rights Commission  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

and to be served by electronic mail this 1<sup>st</sup> day of June, 2012 on the following:

Indiana Civil Rights Commission  
c/o Jamal L. Smith, Executive Director