

JUL 25 2014

STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION

INDIANA STATE
CIVIL RIGHTS COMMISSION

KIRAN SHARMA,

Complainant,

vs.

HOUSE OF KIDS II, INC. d/b/a HOUSE OF KIDS DAYCARE,

Respondent.

) Docket No.: EMre12071319

) EEOC No.: 24F-2012-00675

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On July 1, 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”).

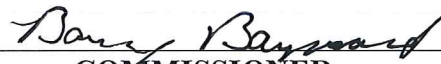
No objections have been filed to the ICRC’s adoption of the proposed decision.

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



COMMISSIONER



COMMISSIONER

COMMISSIONER

Dated this 25^h Day of July 2014.

To be served by United States Postal Service mail upon the following parties:

Kiran Sharma
2721 Blue Stone Drive
Greenfield, IN 46140

House of Kids Daycare
190 Green Meadow Drive
Greenfield, IN 46140

STOWERS & WEDDLE, P.C.
Attn: Gregory A. Stowers
626 North Illinois Street, Suite 201
Indianapolis, IN 46204

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

**STATE OF INDIANA
INDIANA CIVIL RIGHTS COMMISSION**

KIRAN SHARMA,

Complainant,

vs.

HOUSE OF KIDS II, INC. d/b/a HOUSE OF KIDS DAYCARE,

Respondent.

) Docket No.: EMre12071319

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PROPOSED FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On June 26, 2014, Complainant, Kiran Sharma, by counsel, and Respondent, House of Kids II, Inc. d/b/a House of Kids Daycare, by counsel, filed their JOINT MOTION TO DISMISS (“Motion”).

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.

FINDINGS OF FACT

1. This proceeding involves a complaint of discrimination against Respondent alleging Respondent discriminated against Complainant on the basis of religion. (Complaint of Discrimination, July 2, 2012).
2. The parties have reached a private settlement agreement.
3. The parties are satisfied with the terms of the settlement agreement.
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.

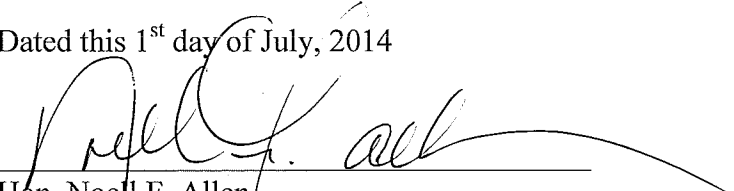
CONCLUSIONS OF LAW

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. Kiran Sharma's complaint is **DISMISSED**, with prejudice.

Dated this 1st day of July, 2014



Hon. Noel F. Allen
Administrative Law Judge
Indiana Civil Rights Commission

To be served by Certified Mail upon the following parties:

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Greenfield, IN 46140

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