

FILE DATED

APR 20 2007

Indiana State Civil Rights Commission

**STATE OF INDIANA  
CIVIL RIGHTS COMMISSION**

**MEGAN J. BLAIN,  
and  
LORIE STEARNS;**

Complainants,

**DOCKET NO. EMsh03080256  
EEOC NO. 24FA300235  
DOCKET NO. EMsh03080258  
EEOC NO. 24FA300238**

**VS.**

**COMPLETE STOP, INC.;**  
Respondent.

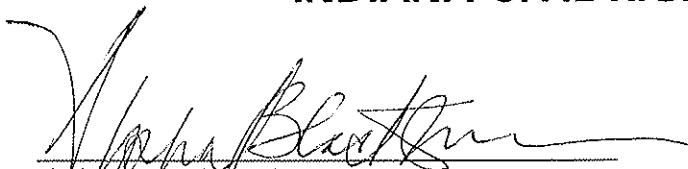
**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

On April 4, 2007, 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: 20 April 2007

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

Megan J. Blain  
4915 Cronk Street  
Pleasant Lake, IN 46779-9566

Lorie Stearns  
6465 West 25 South  
Angola, IN 46703

Complete Stop, Inc.  
c/o Chief Executive Officer  
1455 North 200 West  
Angola, IN 46703

BARNES & THORNBURG LLP  
BY: Harold R. Bickham, Esq. and James M. Winner, Esq.  
Attorneys for Respondent Complete Stop, Inc.  
1313 Merchants Bank Building  
11 South Meridian Street  
Indianapolis, IN 46204

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

---

Joshua Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Attorney for Complainants Megan J. Blain and Lorie Stearns  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

FILE DATED

APR 04 2007

Indiana State Civil Rights Commission

MEGAN J. BLAIN,  
and  
LORIE STEARNS;

Complainants,

DOCKET NO. EMsh03080256  
EEOC NO. 24FA300235  
DOCKET NO. EMsh03080258  
EEOC NO. 24FA300238

VS.

COMPLETE STOP, INC.;  
Respondent.

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

On April 3, 2007, Complainants Megan J. Blain and Lori Stearns (collectively "Complainants"), filed Complainants' Motion To Dismiss, a motion to which Respondent – Complete Stop, Inc. ("CSI") - has not responded.

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. Complainants' complaints allege that their terminations from CSI were the result of unlawful sexual harassment in violation of the Indiana Civil Rights Law, IC 22-9. ("the ICRL").

2. CSI disputed Complainants' claims of unlawful discrimination.
3. Complainants' Motion is expressly motivated by a settlement.
4. There is no evidence of fraud, coercion, duress, or any other reason not to approve the stipulated 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 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. Complainants' Motion To Dismiss is **GRANTED**.
2. Complainants' complaints are **DISMISSED**, with prejudice.

Dated: 04 April 2007

  
Robert D. Lange  
Administrative Law Judge

To be served by first class mail this 4<sup>th</sup> day of April, 2007 on the following parties and attorneys of record:

Megan J. Blain  
4915 Cronk Street  
Pleasant Lake, IN 46779-9566

Lorie Stearns  
6465 West 25 South  
Angola, IN 46703

Complete Stop, Inc.  
c/o Chief Executive Officer  
1455 North 200 West  
Angola, IN 46703

BARNES & THORNBURG LLP  
BY: Harold R. Bickham, Esq. and James M. Winner, Esq.  
Attorneys for Respondent Complete Stop, Inc.  
1313 Merchants Bank Building  
11 South Meridian Street  
Indianapolis, IN 46204

and to be personally served this 4<sup>th</sup> day of April, 2007 on the following:

Joshua Brewster, Esq.; Staff Attorney  
Indiana Civil Rights Commission  
Attorney for Complainants Megan J. Blain and Lorie Stearns  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255

Indiana Civil Rights Commission  
c/o The Honorable Gregory Kellam Scott, Esq.; Director  
Indiana Government Center North  
100 North Senate Avenue, Room N103  
Indianapolis, IN 46204-2255