



**FILED:**  
April 16,  
2026

**STATE OF INDIANA  
OFFICE OF ADMINISTRATIVE LAW PROCEEDINGS**

<b>Talisha Coley OBO I.C.,</b> Complainant, V. <b>AS 347659 LLC d/b/a Baskin Robins and Baskin Robbins/Baskin Robbins Headquarters,</b> Respondents.	Administrative Cause No.: ICRC-2601-000362 Underlying Agency Action No.: Emra25040250
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**FINAL ORDER ON NOTICE OF WITHDRAWAL**

**PROCEDURAL HISTORY & JURISDICTION**

The Commission of the Indiana Civil Rights Commission ("ICRC") has subject matter jurisdiction over employment discrimination complaints based on race that are filed under the Indiana Civil Rights Law ("ICRL"). IND. CODE § 22-9-1-2; IND. CODE § 22-9-1-6. On March 6, 2025, the ICRC, after conducting a neutral investigation, made a probable cause finding on Talisha Coley OBO I.C.'s April 11, 2025, complaint that alleged Respondent violated the Indiana Civil Rights Law ("ICRL") by discriminating against I.C. in the protected area of employment on the basis of race. When a finding of cause is made under the ICRL, pursuant to the Commission's June 19, 2020, Finding of Necessity, the Office of Administrative Law Proceedings ("OALP") shall appoint an Administrative Law Judge ("ALJ") to preside over the matter and to conduct a hearing. IND. CODE § 22-9-1-6; IND. CODE § 4-15-10.5-12; IND. CODE § 4-15-10.5-13.

**ISSUE**

Is Complainant's Notice of Withdrawal effective in dismissing this matter?

**FINDINGS OF FACT**

1. The Motion was filed on April 16, 2026.
2. As represented in the Motion, the Parties have reached a settlement. As a result, Complainant requests that this matter be dismissed.
3. The Notice of Withdrawal was served on all Parties before a Notice of Hearing was issued.
4. There is no evidence of fraud, coercion, duress, or any other reason not to grant the requested dismissal.

## **CONCLUSIONS OF LAW**

1. The Commission has jurisdiction over the subject matter and the Parties. IND. CODE § 22-9-1-2; IND. CODE § 22-9-1-3; IND. CODE § 22-9.5-5-5.
2. A Complainant can withdraw an ICRC complaint by filing a Notice of Withdrawal with the Commission. 910 IAC 1-2-6.
3. A Notice of Withdrawal is a written statement made by the Complainant in which the Complainant requests that the matter be closed. *Id.* The Notice of Withdrawal must be served on all Parties. *Id.*
4. If a hearing has been set, then the majority of the Commission must agree to the withdrawal before the withdrawal is effective in closing the matter. *Id.*
5. However, if a hearing has not been set, then the Notice of Withdrawal filed by a Complainant is immediately effective in closing the matter as of the date of filing. *Id.*
6. Furthermore, on June 19, 2020, the ICRC Commission issued its Order: Automatic Adoption and Approval of Certain Non-Final Decisions (“Commission’s Order”). As detailed in the Commission’s Order (attached as Exhibit A), the Commission, by majority vote, agreed to automatically approve any non-final decision issued by an ALJ in which an ALJ accepts a “Notice of Withdrawal filed by Complainant before a date for a hearing has been set,” provided the Notice of Withdrawal complies with 910 IAC 1-2-6 or in which an ALJ accepts a joint motion to dismiss, provided the Parties waive their right to object to the ALJ’s decision under IAOPA.
7. Complainant filed Complainant’s Motion prior to the setting of a hearing in this matter, and Complainant’s Motion complies with 910 IAC 1-2-6.
8. Accordingly, this matter is dismissed, and pursuant to IC 4-21.5-3-29 and the Commission’s Order, this Order is automatically affirmed as a Final Order disposing of the proceedings. IND. CODE § 4-21.5-3-27(a).

## **DECISION**

Having duly considered the above, the undersigned Administrative Law Judge (“ALJ”) for the Office of Administrative Law Proceedings (“OALP”) hereby orders as follows:

1. Complainant’s Notice of Withdrawal is GRANTED.
2. Talisha Coley OBO I.C.’s April 11, 2025, Complaint is DISMISSED, with prejudice.
3. The June 9, 2026, status conference is VACATED.
4. Either Party to a dispute filed under IC 22-9 may, not more than thirty (30) days after the date of receipt of the Commission’s final appealable order, appeal to the court of appeals

under the same terms, conditions, and standards that govern appeals in ordinary civil actions. IND. CODE § 22-9-8-1.

SO ORDERED: April 16, 2026



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Hon. Natalie Fierek, Administrative Law Judge  
Indiana Office of Administrative Law Proceedings  
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(317) 234-6689

**Distribution List:**

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Respondent, AS 347659 LLC d/b/a Baskin Robins, served by US mail at Attn: Ashish Gupta, 1337 West 86<sup>th</sup> Street, Indianapolis, IN 46260