



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

September 15, 2021

Gary Ray  
Genesee Manor, Inc.  
19158 Santa Rosa  
Detroit, MI 48221

RE: License #: AS820383852  
Investigation #: 2021A0119028  
Genesee Manor 2

Dear Mr. Ray:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (313) 456-0380.

Sincerely,

A handwritten signature in black ink that reads "Shatonla Daniel". The signature is written in a cursive, flowing style.

Shatonla Daniel, Licensing Consultant  
Bureau of Community and Health Systems  
Cadillac Pl. Ste 9-100  
3026 W. Grand Blvd  
Detroit, MI 48202  
(313) 919-3003

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AS820383852
<b>Investigation #:</b>	2021A0119028
<b>Complaint Receipt Date:</b>	07/19/2021
<b>Investigation Initiation Date:</b>	07/23/2021
<b>Report Due Date:</b>	09/17/2021
<b>Licensee Name:</b>	Genesee Manor, Inc.
<b>Licensee Address:</b>	19158 Santa Rosa Detroit, MI 48221
<b>Licensee Telephone #:</b>	(313) 449-6895
<b>Administrator:</b>	Michele Ray
<b>Licensee Designee:</b>	Gary Ray
<b>Name of Facility:</b>	Genesee Manor 2
<b>Facility Address:</b>	29825 Joy Road Westland, MI 48185
<b>Facility Telephone #:</b>	(313) 949-2501
<b>Original Issuance Date:</b>	05/04/2017
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	11/04/2019
<b>Expiration Date:</b>	11/03/2021
<b>Capacity:</b>	6
<b>Program Type:</b>	DEVELOPMENTALLY DISABLED, AGED, MENTALLY ILL, ALZHEIMERS

**II. ALLEGATION(S)**

	<b>Violation Established?</b>
On 07/17/2021, staff Erick Jones used racial slurs toward Resident A, threatened to assault Resident A, punched Resident A, and chased him out of the facility.	Yes

**III. METHODOLOGY**

07/19/2021	Special Investigation Intake 2021A0119028
07/19/2021	APS referral Made
07/23/2021	Special Investigation Initiated - Telephone Administrator- Michele Ray
08/04/2021	Inspection Completed On-site Staff- Shannon Cunningham and Christopher Bradley Resident A refused to be interviewed
08/17/2021	Contact - Telephone call made Staff- Erick Jones
09/14/2021	Contact- Telephone call made Josiah Travis
09/14/2021	Exit Conference Licensee Designee- Gary Ray

**ALLEGATION:**

**On 07/17/2021, staff Erick Jones used racial slurs toward Resident A, threatened to assault Resident A, punched Resident A, and chased him out of the facility.**

**INVESTIGATION:**

On 07/23/2021, I telephoned and interviewed Administrator- Michele Ray regarding the above allegations. Mrs. Ray stated Resident A recorded the entire incident and she was able to hear it. Mrs. Ray stated Resident A is developmentally delayed and does not like being told to wait or be redirected by staff. Mrs. Ray stated staff Erick Jones did curse at Resident A. She stated Resident A was constantly calling Mr.

Jones racial slurs and pushed him to a point. Mrs. Ray stated Mr. Jones has been terminated as of 07/17/2021.

On 08/04/2021, I completed an onsite inspection and interviewed Staff- Shannon Cunningham and Christopher Bradley regarding the above allegations. They were not working in the home at the time of this incident. It should be noted a request was made to interview Resident A but he refused. Ms. Cunningham stated Resident A requires 2 to 1 staffing, which means Resident A requires two staff with him at all times in the facility and the community. Resident A resides in a separate area of the facility to ensure he receives sufficient care needs. She stated she has no direct knowledge of the incident. Ms. Cunningham stated Resident A is aggressive, throws tantrums and curses at staff frequently. She stated Resident A can be physically violent and destroy property.

Ms. Cunningham and Mr. Bradley deny observing or hearing anyone yell, curse, or punch Resident A. Ms. Cunningham has worked with Erick Jones on other occasions and had never observed him yell at or physically mistreat any resident.

On 08/17/2021, I telephoned and interviewed staff Erick Jones regarding the above allegations. Mr. Jones stated Resident A was calling him racial slurs and slamming doors. Mr. Jones stated he repeatedly asked Resident A to calm down. He stated Resident A continued this behavior throughout the day. Mr. Jones admitted that he called Resident A's racial slurs. Mr. Jones denied punching Resident A. Mr. Jones stated this caused Resident A to run out of his room, kick the front door, and then run out of the house. Mr. Jones stated Resident A exposed his private area while outside the facility and then called the local police for help. He stated, "I had no idea (Resident A) was recording me and I did not know (Resident A) called the police."

On 09/14/2021, I telephoned and interviewed staff Josiah Travis regarding the above allegations. Mr. Travis stated he was working as the second staff person during the time of the incident. Mr. Travis stated he heard Mr. Jones curse and use racial slurs towards Resident A. Mr. Travis stated he did not observe Mr. Jones punch Resident A.

On 09/14/2021, I completed an exit conference with Licensee Designee Gary Ray regarding the above allegations. Mr. Ray stated he understood the violation contained in this report. Mr. Ray stated he did not have anything else to add to the report and made no additional comments.

<b>APPLICABLE RULE</b>	
<b>R 400.14308</b>	<b>Resident behavior interventions prohibitions.</b>
	(2) A licensee, direct care staff, the administrator, members of the household, volunteers who are under the direction of the licensee, employees, or any person who lives in the home shall not do any of the following:

	<ul style="list-style-type: none"> <li>(a) Use any form of punishment.</li> <li>(b) Use any form of physical force other than physical restraint as defined in these rules.</li> <li>(c) Restrain a resident's movement by binding or tying or through the use of medication, paraphernalia, contraptions, material, or equipment for the purpose of immobilizing a resident.</li> <li>(d) Confine a resident in an area, such as a room, where egress is prevented, in a closet, or in a bed, box, or chair or restrict a resident in a similar manner.</li> <li>(e) Withhold food, water, clothing, rest, or toilet use.</li> <li>(f) Subject a resident to any of the following: <ul style="list-style-type: none"> <li>(i) Mental or emotional cruelty.</li> <li>(ii) Verbal abuse.</li> <li>(iii) Derogatory remarks about the resident or members of his or her family.</li> <li>(iv) Threats.</li> </ul> </li> <li>(g) Refuse the resident entrance to the home.</li> <li>(h) Isolation of a resident as defined in R400.14102(1)(m).</li> <li>(i) Any electrical shock device.</li> </ul>
<b>ANALYSIS:</b>	<p>Staff- Erick Jones admitted he used racial slurs towards Resident A. Mr. Jones denies punching Resident A.</p> <p>Mr. Travis stated he did hear Mr. Jones curse and use racial slurs towards Resident A. Mr. Travis denies observing Mr. Jones punch Resident A.</p> <p>Administrator- Michele Ray stated she heard a recording of staff Erick Jones curse at Resident A. Mrs. Ray stated Mr. Jones' employment has been terminated.</p> <p>Therefore, it is confirmed that Mr. Jones made derogatory remarks towards Resident A.</p>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**IV. RECOMMENDATION**

Contingent upon an acceptable corrective action plan, I recommend that the status of the license remains the same.

*Shatonla Daniel*

09/15/2021

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Shatonla Daniel  
Licensing Consultant

Date

Approved By:

*Jerry Hendrick*

09/15/2021

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Jerry Hendrick  
Area Manager

Date