



STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

GRETCHEN WHITMER
GOVERNOR

MARLON I. BROWN, DPA
DIRECTOR

April 9, 2025

James Pilot
Bay Human Services, Inc.
P O Box 741
Standish, MI 48658

RE: License #:	AS060068988
Investigation #:	2025A0123028
	Almont AFC

Dear James Pilot:

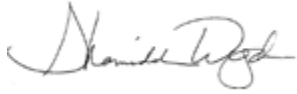
Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- 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.
- Indicate how continuing compliance will be maintained once compliance is achieved.
- Be signed and dated.

If you desire technical assistance in addressing these issues, please feel free to 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 (517) 643-7960.

Sincerely,

A handwritten signature in cursive script, appearing to read "Shamidah Wyden".

Shamidah Wyden, Licensing Consultant
Bureau of Community and Health Systems
411 Genesee
P.O. Box 5070
Saginaw, MI 48607
989-395-6853

enclosure

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

I. IDENTIFYING INFORMATION

License #:	AS060068988
Investigation #:	2025A0123028
Complaint Receipt Date:	03/20/2025
Investigation Initiation Date:	03/20/2025
Report Due Date:	05/19/2025
Licensee Name:	Bay Human Services, Inc.
Licensee Address:	PO Box 741 3463 Deep River Rd Standish, MI 48658
Licensee Telephone #:	(989) 846-9631
Administrator:	Melissa Rood
Licensee Designee:	James Pilot
Name of Facility:	Almont AFC
Facility Address:	140 Almont Street Standish, MI 48658
Facility Telephone #:	(989) 846-9648
Original Issuance Date:	08/01/1996
License Status:	REGULAR
Effective Date:	02/01/2025
Expiration Date:	01/31/2027
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED

II. ALLEGATION(S)

	Violation Established?
On 03/17/2025, staff Roscoe Minauro was observed sitting on the toilet with his pants around his ankles while Resident A was in the bathtub.	Yes

III. METHODOLOGY

03/20/2025	Special Investigation Intake 2025A0123028
03/20/2025	Special Investigation Initiated - Telephone I spoke with recipient rights officer Melissa Prusi.
03/21/2025	APS Referral APS referral completed.
03/25/2025	Inspection Completed On-site I conducted an unannounced on-site.
03/25/2025	Contact - Telephone call made I spoke with Kevin Motyka, recipient rights officer.
03/26/2025	Contact - Telephone call made I spoke with staff Roscoe Minauro.
03/27/2025	Contact - Telephone call made I spoke with staff Natalie Dupler.
03/27/2025	Contact - Telephone call made I left a voicemail for staff Brittany Swartz.
03/27/2025	Contact - Telephone call received I spoke with staff Brittany Swartz.
03/27/2025	Contact - Document Received Requested documentation received via email.
04/08/2025	Exit Conference I spoke with administrator/designated person Melissa Rood.

ALLEGATION: On 03/17/2025, staff Roscoe Minauro was observed sitting on the toilet with his pants around his ankles while Resident A was in the bathtub.

INVESTIGATION: On 03/18/2025, the Bureau of Community Health Systems received the allegations noted above. The complaint also states that Assistant Manager Tiara Mervyn confronted Staff Minauro about this. Staff Minauro did not deny it, and he mentioned that it could be indecent exposure. Staff Minauro did not say what he was doing or why. Two other staff, staff Natlie Dupler and staff Brittany Swartz, witnessed Staff Minauro sitting on the toilet with his pants around his ankles while Resident A was right there in the bathtub. Resident A was questioned and stated she was uncertain if she saw anything.

On 03/25/2025, I conducted an unannounced on-site at the facility. I interviewed Resident A in Resident A's bedroom. Resident A was asked how do they like staff Roscoe Minauro. Resident A stated that they do not like Staff Minauro, and that Staff Minauro pulled his pants down. Resident A stated that it happened "*a long time ago*" in the big bathroom. Resident A stated they were in the bathtub, Staff Minauro was giving Resident A a bath, Staff Minauro stopped to use the bathroom. Staff Minauro pulled his pants down and sat on the toilet. Resident A stated that Staff Minauro was urinating. Resident A denied that Staff Minauro said anything to Resident A during this time. Resident A stated that this is the first time Staff Minauro has done something like this. Resident A stated that they told management about the situation, and Resident A reported being upset. Resident A stated they do not feel comfortable with Staff Minauro providing personal care. Resident A stated that it is normal for staff to go across the hall to use the other bathroom, when a bathroom is resident occupied. Resident A stated they observed Staff Minauro's penis in the bathroom, and it was the only time it happened. Resident A denied that any sexual comments were made.

During this on-site, I interviewed staff Cai Austin. Staff Austin stated that she has worked with staff Roscoe Minauro. Staff Austin denied seeing anything inappropriate from Staff Minauro but stated that Staff Minauro will walk away from residents if they're argumentative. Staff Austin stated she arrived to work on 03/17/2025 and was told by staff Natalie Dupler and staff Brittany Swartz they walked out of Resident B's room and walked by the bathroom. Staff Dupler and Staff Swartz witnessed Staff Minauro was sitting on the toilet. Staff Dupler went back to Resident B's room, and when she passed by the bathroom, she witnessed Staff Minauro's exposed buttocks from the hallway, as Staff Minauro was pulling his pants up. Staff Austin stated that Staff Swartz reported seeing Staff Minauro's pants at his ankles when Staff Swartz walked past the bathroom initially. Staff Austin stated that Staff Minauro has walked out and left Resident A in the tub before to grab something from the linen closet, so there is no reason Staff Minauro could not have done that with two other staff in the bedroom right next door.

On 03/25/2025, I made a call to Kevin Motyka, recipient rights officer. Kevin Motyka stated that he interviewed staff Roscoe Minauro, who admitted to the allegations.

On 03/26/2025, I interviewed staff Roscoe Minauro via phone. Staff Minauro stated that on 03/17/2025, he was giving Resident A a bath. Staff Minauro stated that he let Resident A relax in the bathtub with the jets on. Staff Minauro stated that without thinking, he took a bathroom break. The other staff must have seen him because the bathroom door was open. Staff Minauro stated that the assistant home manager had a talk with him about indecent exposure afterwards. Staff Minauro stated that he did it on a "*whim*" because he had "*to go*." Staff Minauro stated that he was notified by management that recipient rights was involved, and he was suspended. Staff Minauro stated that his actions were not out of malicious intent. Staff Minauro stated that he is not sure if Resident A observed his genitals, but Resident A might have when Staff Minauro stood up from the toilet. Staff Minauro stated that it was not his intention for Resident A to see it.

On 03/27/2025, I interviewed Natalie Dupler via phone. Staff Dupler stated that 03/17/2025 was her first day working at the facility. Staff Dupler stated that she was doing vitals and morning medications. Staff Minauro was standing up at first, but once she and staff Brittany Swartz exited a resident's bedroom, that is next to the bathroom, she observed Staff Minauro in the bathroom with his pants down. Staff Dupler stated that she also observed Staff Minauro jump up and pull his pants up. Staff Dupler observed Staff Minauro's buttocks. Resident A was in the tub. Staff Dupler stated that she did not ask Resident A anything, and Resident A did not speak about it. Staff Dupler stated that the incident occurred about 6:30 am on third shift. Staff Dupler stated that there was an unoccupied bathroom right across the hall. Staff Minauro could have asked one of the other staff to step in.

On 03/27/2025, I interviewed staff Brittany Swartz via phone. Staff Swartz stated that she and Natalie Dupler were working with a resident in their bedroom. They walked out and observed Staff Minauro sitting on the toilet. Staff Swartz stated that she saw that Staff Minauro's pants were down, and legs were bare. Staff Swartz stated that there is a half-wall that blocks the view of the toilet so that is all she observed. Staff Swartz stated that staff Natalie Dupler went back to take a second glance and caught Staff Minauro pulling his pants up. Staff Swartz stated that the small bathroom across the hall was empty at the time. Staff Minauro could have used the unoccupied bathroom. Staff Swartz stated that Resident A did not speak about it to her, and that when she glanced, she observed that Resident A was in the tub, facing the wall (that the toilet sits in front of, to the right of the tub.)

On 03/27/2025, I received requested documentation from the facility. A copy of Resident A's *Assessment Plan for AFC Residents* dated 10/03/2024 notes that for bathing, staff are to assist into shower chair with Arjo lift and assist with bathing. Resident A's *AFC-Resident Care Agreement* signed 02/19/2025 by Resident A's public guardian notes that Resident A agrees to receive assistance with personal

care, including bathing by a staff member of the opposite sex if a member of the same sex is not available.

On 04/08/2025, I conducted an exit conference with administrator/designated person Melissa Rood. I informed Melissa Rood of the findings and conclusion. Melissa Rood stated that they will plan to terminate staff Roscoe Minauro's employment today and include the termination in a corrective action plan.

APPLICABLE RULE	
R 400.14304	Resident rights; licensee responsibilities.
	<p>(1) Upon a resident's admission to the home, a licensee shall inform a resident or the resident's designated representative of, explain to the resident or the resident's designated representative, and provide to the resident or the resident's designated representative, a copy of all of the following resident rights:</p> <p style="padding-left: 40px;">(o) The right to be treated with consideration and respect, with due recognition of personal dignity, individuality, and the need for privacy.</p>
ANALYSIS:	<p>On 03/25/2025, I conducted an unannounced on-site at the facility. I interviewed Resident A. Resident A stated they saw Staff Minauro's penis in the bathroom, and it was the only time it happened. Resident A stated that they do not like Staff Minauro, and that Staff Minauro pulled his pants down in the bathroom.</p> <p>I interviewed staff Cai Austin who stated she was informed of the incident from staff Natalie Dupler and staff Brittany Swartz.</p> <p>On 03/26/2025, I interviewed staff Roscoe Minauro who admitted to using the bathroom in the presence of Resident A.</p> <p>On 03/27/2025, I interviewed Natalie Dupler and staff Brittany Swartz via phone. They both confirmed witnessing staff Roscoe Minauro in the bathroom sitting on the toilet with his pants down while Resident A was in the tub. Staff Dupler also witnessed Staff Minauro stand up from the toilet to pull his pants up.</p> <p>There is a preponderance of evidence to substantiate a rule violation regarding Staff Minauro not treating Resident A with consideration and respect.</p>
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Contingent upon the receipt of an acceptable corrective action plan, I recommend continuation of the AFC small group home license (capacity 3-6).

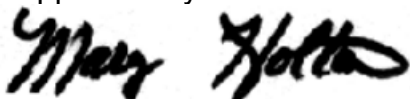


04/09/2025

Shamidah Wyden
Licensing Consultant

Date

Approved By:



04/09/2025

Mary E. Holton
Area Manager

Date