



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

June 30, 2022

Renee Ostrom
Residential Alternatives Inc
P.O. Box 709
Highland, MI 48357-0709

RE: License #: AS630012764
Investigation #: 2021A0605041
Timber Hill AIS
AMENDED REPORT
Original Report dated 09/02/2021

Dear Ms. Ostrom:

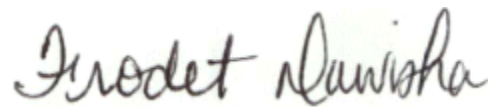
Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- 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 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 (248) 975-5053.

Sincerely,

A handwritten signature in black ink that reads "Frodet Dawisha". The signature is written in a cursive style with a large initial 'F'.

Frodet Dawisha, Licensing Consultant
Bureau of Community and Health Systems
4th Floor, Suite 4B
51111 Woodward Avenue
Pontiac, MI 48342
(248) 303-6348

enclosure

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

I. IDENTIFYING INFORMATION

License #:	AS630012764
Investigation #:	2021A0605041
Complaint Receipt Date:	07/13/2021
Investigation Initiation Date:	07/14/2021
Report Due Date:	09/11/2021
Licensee Name:	Residential Alternatives Inc
Licensee Address:	14087 Placid Dr Holly, MI 48442
Licensee Telephone #:	(248) 369-8936
Administrator/Licensee Designee:	Renee Ostrom
Name of Facility:	Timber Hill AIS
Facility Address:	555 Timber Hill Dr Ortonville, MI 48462
Facility Telephone #:	(248) 369-8936
Original Issuance Date:	10/28/1992
License Status:	REGULAR
Effective Date:	07/03/2021
Expiration Date:	07/02/2023
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED

II. ALLEGATION(S)

	Violation Established?
Timber Hill home manager Crystal LaPlante and her husband have been sending sexual photos to Resident A after he moved to another adult foster care (AFC) home. When Resident A was residing at Timber Hill, Ms. LaPlante had sex three or four different times with Resident A.	Yes

III. METHODOLOGY

07/13/2021	Special Investigation Intake 2021A0605041
07/14/2021	Special Investigation Initiated - Telephone Telephone call made with Office of Recipient Rights Johnna Cade regarding the allegations.
07/14/2021	Referral - Recipient Rights Referral made to ORR.
07/14/2021	APS Referral Adult Protective Services (APS) denied referral.
07/14/2021	Contact - Telephone call made Telephone call made with Detective Buhl with Ortonville Police Department who is investigating these allegations.
07/14/2021	Contact - Telephone call made Telephone call made with licensee designee Kathryn Simpson regarding the allegations.
07/14/2021	Contact - Telephone call made Telephone calls made with Detective Buhl with Ortonville Police Department and Johnna Cade with ORR regarding the allegations.
07/15/2021	Contact - Face to Face I conducted a scheduled on-site investigation at Oakwood adult foster care (AFC) home in collaboration with ORR Johnna Cade as that is where Resident A resides. Resident A, the home manager of Oakwood, assistant home manager Leeann Livingston and direct care staff (DCS) Amanda Henderson were interviewed

	regarding the allegations. We also viewed the pictures on Resident A's cellphone.
07/15/2021	<p>Inspection Completed On-site</p> <p>I conducted an unannounced on-site investigation along with ORR Johnna Cade at Timber Hill. Ms. Cade contacted licensee Renee Ostrom who arrived at the home to discuss the allegations regarding Resident A. We interviewed Ms. Ostrom, the home manager Crystal Laplante and DCS Melita Jurick. We also interviewed Resident B who is verbal.</p>
08/10/2021	<p>Contact - Telephone call made</p> <p>Telephone calls were made with ORR Johnna Cade and Detective Buhl.</p>
08/17/2021	<p>Contact - Telephone call made</p> <p>I conducted an interview with DCS Deaundra Conway regarding the allegations.</p> <p>I left voice mail messages for DCS Danyelle Graham and David Shelton.</p>
08/17/2021	<p>Contact - Telephone call received</p> <p>I interviewed the assistant home manager Danyelle Graham via telephone regarding the allegations.</p>
08/17/2021	<p>Contact - Telephone call received</p> <p>I interviewed DCS David Shelton regarding the allegations.</p>
08/17/2021	<p>Contact - Document Received</p> <p>ORR Johnna Cade emailed her interview with DCS Roy Key regarding the allegations.</p>
08/23/2021	<p>Contact - Document Received</p> <p>ORR Johnna Cade emailed her interview with DCS Tamika Pennington regarding the allegations.</p>
08/31/2021	<p>Contact - Telephone call made</p> <p>I followed up with Detective Buhl regarding the status of his investigation.</p>
09/02/2021	<p>Exit Conference</p> <p>I received a return call from licensee Renee Ostrom who was advised of my findings.</p>

ALLEGATION:

Timber Hill home manager Crystal LaPlante and her husband have been sending sexual photos to Resident A after he moved to another adult foster care (AFC) home. When Resident A was residing at Timber Hill, Ms. LaPlante had sex three or four different times with Resident A.

INVESTIGATION:

On 07/13/2021, intake #180662 was referred by Adult Protective Services (APS) who denied their referral.

On 07/14/2021, I received a telephone call from Progressive Lifestyles licensee designee Kathryn Simpson. Ms. Simpson stated that Resident A moved into Oakwood, their adult foster care (AFC) group home in Oxford. Oakwood's home manager observed inappropriate pictures on Resident A's cellphone. Oakwood's home manager recognized the pictures of the female as Timber Hill's home manager, Crystal LaPlante, where Resident A was previously residing. Ms. Simpson described the pictures that Ms. Simpson viewed as "pornographic in nature." Ms. Simpson stated the pictures were of Crystal LaPlante's genitals and breasts. Ms. Simpson stated since Oakwood discovered these pictures on Resident A's cellphone, the home has blocked Ms. LaPlante and Ms. LaPlante's husband's cellphone numbers. Ms. Simpson stated Resident A informed Oakwood's home manager that Ms. LaPlante's husband is the one who sent these pictures to Resident A via text message. Ms. Simpson was advised that I will be conducting an onsite investigation tomorrow at Oakwood to interview Resident A. She acknowledged.

On 07/14/2021, I made a referral to Office of Recipient Rights (ORR) and then referred a call from ORR worker Johnna Cade. Ms. Cade stated she will be investigating these allegations and would like to conduct a collaborative on-site investigation.

On 07/14/2021, I contacted Ortonville Police Department to make a law enforcement referral regarding these allegations. I spoke with Detective Buhl who was aware of the allegations as APS made a referral to his department. Detective Buhl stated he will be investigating these allegations.

On 07/15/2021, I conducted an announced on-site investigation in collaboration with ORR worker Johnna Cade at Oakwood (832 W. Oakwood, Oxford). We interviewed Resident A, Oakwood's home manager, Oakwood's assistant home manager Leeann Livingston and Oakwood's direct care staff (DCS) Amanda Henderson. We also viewed the pictures on Resident A's cellphone.

On 07/15/2021, Resident A was interviewed regarding the allegations. Resident A resided at Timber Hill for four years before moving into Oakwood on 03/01/2021. Resident A stated that the home manager of Timber Hill was Crystal LaPlante. He

stated that Ms. LaPlante's husband, Mike would drop Ms. LaPlante to Timber Hill and then pick up Ms. LaPlante after her shift. Resident A is usually outside when Mike drops and/or picks up Ms. LaPlante so they talk. Resident A stated Mike has never been inside of Timber Hill. Resident A stated sometime in 11/2020, Mike asked Resident A, "Have you ever been with a female?" Resident A replied, "No." Resident A stated that was the extent of their conversation. After their talk, Resident A began receiving text messages from Mike with pictures of Ms. LaPlante; these pictures included Ms. LaPlante clothed, in a bikini and of Ms. LaPlante's genitals and breasts. Resident A then began sending Mike pictures of his penis. Resident A stated he never asked for the pictures of Ms. LaPlante and Ms. LaPlante, nor Mike asked Resident A to send pictures of his penis to them either. Then one day in 11/2020, Ms. LaPlante was helping Resident A shower; Ms. LaPlante dropped the washcloth and started, "playing with my penis with her hands. She then used her mouth on my penis. She didn't ask if it was ok, and I did not ask her to stop. I wish it never happened." Resident A stated that Ms. LaPlante touched his penis with her hands and mouth about five to six times in the shower. He stated that Ms. LaPlante would lock the door when she put him in the shower and no staff or resident knew what was happening. Resident A can wash himself in the shower but requires assistance with his back and feet only.

Resident A stated, "I became depressed. Mike set me up and was the one who orchestrated the whole thing." Resident A told Mike what Ms. LaPlante did and "Mike didn't say anything. Mike basically pimped his wife out." Resident A stated he never told anyone at Timber Hill what happened. Resident A stated after the shower incidents, Ms. LaPlante began having sex with him. He stated this happened in the back of Timber Hill's van. Resident A stated that Ms. LaPlante's husband Mike would drive the van, take them to a park or a dirt road while Resident A and Ms. LaPlante were having sex in the back of the van. Resident A stated, "Mike sat in the driver's seat the entire time while we were having sex in the back of the van." Resident A stated although Mike was driving the van, Mike has never watched Resident A and Ms. LaPlante have sex.

Resident A stated he deleted all the text messages Mike sent him with the explicit pictures but that he saved the pictures on his cellphone. He deleted Ms. LaPlante's and Mike's cellphone numbers from his contacts along with all the text messages Mike sent him with the pictures. Resident A did this when the assistant home manager at Oakwood, Leeann Henderson picked Resident A's cellphone off the floor and saw a message from Resident A to Ms. LaPlante saying, "I want to play with you." Resident A stated that Ms. LaPlante never replied to his message. Ms. Henderson then notified Oakwood's home manager. Resident A stated, "I considered Crystal to be my girlfriend because we had sex." Resident A denied having any sexual relations with Mike and denied that he received any explicit pictures of Mike. Resident A was asked if he thought Ms. LaPlante may have been in a sexual relationship with other residents at Timber Hill and Resident A stated, "She's not that type of person."

On 07/15/2021, Oakwood's assistant home manager Leeann Livingston was interviewed regarding the allegations. Ms. Livingston has been employed with this corporation for eight years and has been working at Oakwood for one year. On

07/12/2021, Ms. Livingston was assisting Resident A into his wheelchair. His cellphone was on the floor, so Ms. Livingston picked the cellphone up and charged it as the battery was low. The phone began charging and Ms. Livingston saw a picture of a female pop up with the message, "I want to have fun with you. LOL." Ms. Livingston recognized the female as the home manager Crystal LaPlante from Timber Hill, where Resident A was residing prior to moving into Oakwood. Ms. Livingston stated that Ms. LaPlante had been to Oakwood a couple of times after Resident A moved in; therefore, Ms. Livingston recognized her. She stated Ms. LaPlante's nickname on Resident A's contacts was "babe." Ms. Livingston immediately went to Oakwood's home manager. Oakwood's home manager saw the message and recognized Crystal LaPlante, the home manager from Timber Hill. Ms. Livingston, Oakwood's home manager and DCS Amanda Henderson who was also present went into the garage where Resident A was and asked Resident A, "Who is babe?" Resident A told them that "babe," was Crystal LaPlante. Resident A admitted to Ms. Livingston and Oakwood's home manager that he (Resident A) had sex with Ms. LaPlante.

Ms. Livingston stated that Oakwood's home manager asked Resident A if she can record their conversation and Resident A stated, "yes," but then Resident A requested that Oakwood's home manager and DCS Ms. Henderson leave so he can only speak with Ms. Livingston alone. Resident A told Ms. Livingston that his first encounter with Ms. LaPlante was after Resident A was asked by Ms. LaPlante's husband Mike if Resident A "had been with a woman before." Resident A told Mike, "No." Resident A told Ms. Livingston that Ms. LaPlante washed him in the shower after she dropped the washcloth on the floor. He told Ms. Livingston that Ms. LaPlante used her hands on his genitals and then put her mouth on his penis. Ms. Livingston stated that Resident A then told her that he and Ms. LaPlante had sex at the park on three different occasions. Resident A told Ms. Livingston that Mike was never involved in the encounters, but that Mike just asked Resident A about the encounters between Resident A and Ms. LaPlante. Resident A told Ms. Livingston that he and Ms. LaPlante also had "make out sessions." Oakwood's home manager returned and then Resident A told Oakwood's home manager that Mike sent him pictures of Ms. LaPlante via text messages. Ms. Livingston stated she viewed the pictures, and they were of Ms. LaPlante. She stated some of the pictures were of Ms. LaPlante's breasts and genitals. Ms. Livingston stated that is when they had Resident A block both Ms. LaPlante's and her husband's telephone numbers on Resident A's cellphone.

On 07/15/2021, Oakwood's home manager was interviewed regarding the allegations. Oakwood's home manager has been employed by this corporation for six years. She has been the home manager since 12/2019. On 07/12/2021, she and Ms. Livingston were assisting Resident A off the toilet and onto his wheelchair. Resident B was wheeled into the garage and that is when Resident A asked Ms. Livingston to get his cellphone in his bedroom. When Ms. Livingston picked up Resident A's cellphone, it lit up and that is when Ms. Livingston saw the message and a picture of Timber Hill's home manager Crystal LaPlante who was referred to as "baby," on Facebook messenger. Ms. Livingston then grabbed Oakwood's home manager and showed her the cellphone. Oakwood's home manager viewed the message and it stated, "I want to

have fun with you.” Oakwood’s home manager stated Resident A sent this message to Ms. LaPlante. She and Ms. Livingston along with Ms. Henderson went into the garage to ask Resident A about the message. Resident A was nervous as he knew why she and Ms. Livingston were asking him questions about Ms. LaPlante. Ms. Livingston told Resident A, “We saw something on your phone, and it looks really bad to us.” Oakwood’s home manager stated, “Resident A’s demeanor changed and that’s when he told us what was going on between him and Ms. LaPlante.”

Resident A told them that everything began a day after he spoke to Ms. LaPlante’s husband, Mike outside of Timber Hill group home. Resident A told Oakwood’s home manager that “Mike asked him, “Have you ever been with a girl?” Resident A said, “No.” Resident A told Oakwood’s home manager, after that day he was in the bathroom with Ms. LaPlante and that Ms. LaPlante was “performing sexual acts,” and these sexual acts were “Mike’s facilitation.” Resident A told Oakwood’s home manager that Ms. LaPlante would lock the shower door and “serviced him.” Resident A told Oakwood’s home manager there were numerous times where Ms. LaPlante drove Resident A to the park and “had sex with him.” Resident A told Oakwood’s home manager that Mike was not present due the sex acts in the van, but that Mike would ask Resident A about the encounters each time after. Resident A told Oakwood’s home manager that Resident A did not have any thoughts about being with Ms. LaPlante until after the encounters. Resident A also told Oakwood’s home manager that Resident A and Ms. LaPlante had “make out sessions.”

On 07/15/2021, Oakwood’s DCS Amanda Henderson was interviewed regarding the allegations. Ms. Henderson has been with this corporation for one year. On 07/12/2021, Ms. Henderson was at the store with other residents when Ms. Livingston found the message on Resident A’s cellphone. Ms. Henderson learned what happened after returning from the store. Ms. Henderson accompanied Oakwood’s home manager and Ms. Livingston to the garage where Resident A was when Oakwood’s home manager and Ms. Livingston asked Resident A about the message. Resident A told them that “he had sexual relationships with Crystal LaPlante,” prior to moving into Oakwood. Resident A did not state how many times as he was very vague, but then Resident A asked to only speak with Ms. Livingston alone, so she and Oakwood’s home manager went inside. Ms. Henderson stated she does not have any further information to provide regarding these allegations.

NOTE: Oakwood’s home manager, Ms. Livingston nor Ms. Henderson saw the text messages with the pictures that were allegedly sent by Ms. LaPlante’s husband Mike to Resident A. Oakwood’s home manager and Ms. Livingston viewed the pictures that were in a private album on Resident A’s cellphone. Ms. Cade and I viewed the pictures on Resident A’s cellphone. There were about 23 pictures; Ms. Cade and I recognized Crystal LaPlante in the photos as we both have had encounters with Ms. LaPlante with regards to investigations pertaining to Timber Hill. In some of the pictures, Ms. LaPlante was fully dressed, in other pictures, she was only wearing a bikini; however, there were several pictures only of the genitals and breasts, but it is unclear if the pictures of the genitals and breasts are of Ms. LaPlante.

On 07/15/2021, I conducted an unannounced on-site investigation in collaboration with ORR Johnna Cade at Timber Hill. Upon arrival, DCS Melita Jurick stated that the home manager Crystal LaPlante was not available as Ms. LaPlante was in the process of transporting residents from their workshops to Timber Hill. Ms. Jurick contacted Ms. LaPlante via telephone and Ms. LaPlante stated she was making her way back to Timber Hill with the residents. In the meantime, Ms. Cade contacted licensee Renee Ostrom requesting Ms. Ostrom come to Timber Hill to discuss allegations pertaining to Ms. LaPlante. Ms. Ostrom stated she was on her way. Ms. Jurick stated that the only other resident who is verbal and able to communicate is Resident B.

On 07/15/2021, Resident B who resides at Timber Hill was interviewed in his bedroom. Resident B stated, "I've heard of Resident A after I moved into this home, but that's it." Resident B stated he likes Ms. LaPlante as "she's really good," and there is "nothing he doesn't like about her." Resident B stated that Mike is Ms. LaPlante's husband, and that Resident B has seen him a couple of times outside. He stated that Mike usually asks Resident B, "How my day went, that's it." Resident B did not have any other information to offer.

On 07/15/2021, Timber Hill's DCS Melita Jurick was interviewed regarding the allegations. Ms. Jurick has been employed with this corporation for two years. She works 12 hour shifts from 10AM-8PM and sometimes from 2PM-10PM. Ms. Jurick stated she always works with Ms. LaPlante during the day shift. Ms. Jurick stated she was working at Timber Hill when Resident A was residing here. She described the relationship between Resident A and Ms. LaPlante as a "home manager and a resident," type of relationship. Ms. Jurick does not know if Ms. LaPlante talked to Resident A after Ms. LaPlante's shift ended. Ms. Jurick stated that Resident A would ask for help when he needed it. Ms. Jurick stated she showered Resident A once and that "Resident A can wash his own body. She only assists him with wiping his back with a towel." Ms. Jurick stated she closes the door when she puts Resident A in the shower for privacy and that the door is never locked. She stated she has witnessed Ms. LaPlante take Resident A into the bathroom, closes the door, but that Ms. LaPlante leaves Resident A in the shower alone to give him privacy since Resident A can shower himself. Ms. Jurick denied witnessing anything inappropriate between Resident A and Ms. LaPlante. Ms. Jurick stated that Ms. LaPlante's husband Mike picks Ms. LaPlante from work daily. She stated that Mike has never entered Timber Hill and is only outside. Ms. Jurick stated that Mike always talks to Resident A but that she does not know what they are talking about. She stated Mike has never driven Timber Hill's van, but that there was one time when Ms. LaPlante took Resident A to the store by themselves. She does not know how long they were out.

On 07/15/2021, Timber Hill's licensee designee Renee Ostrom was interviewed regarding the allegations. Ms. Ostrom stated Ms. LaPlante has been working for the corporation for 26 years. She stated Ms. LaPlante stepped in as the home manager in 2018, was transferred to Maureen Lane as the home manager until Maureen Lane closed and then returned to Timber Hill 07/2020. She stated this is the first complaint

she has received regarding Ms. LaPlante. Ms. Ostrom stated Resident A moved into Timber Hill in 09/2017 and moved out on 03/01/2021. Ms. Ostrom stated that Resident A was upset when Ms. LaPlante transferred to Maureen Lane. She reported that Resident A has been "inappropriate," in many ways. Ms. Ostrom stated Resident A was "obsessed," with DCS Tameka Pennington who worked at Timber Hill, but due to Resident A's obsession, Ms. Pennington requested to be transferred into another home. Ms. Ostrom transferred Ms. Pennington into another one of their homes, but then Ms. Pennington has since returned to Timber Hill after Resident A moved out. Resident A wanted a sexual relationship with Ms. Pennington and only wanted Ms. Pennington to assist him with showering.

Ms. Ostrom stated that Ms. LaPlante told her that Resident A was texting her after he moved out, but that Ms. LaPlante was not replying to Resident A's text messages. Ms. Ostrom does not know of any concerns regarding Ms. LaPlante's husband Mike driving Timber Hill's van. Ms. LaPlante usually transports the residents to and from workshop and no concerns have been reported to Ms. Ostrom regarding transporting or the van. Ms. Ostrom reported that Resident A can wash himself, but Resident A would request a female staff to assist him in the shower or assist him with changing. Ms. Cade showed the pictures to Ms. Ostrom. Ms. Ostrom confirmed the female in the pictures to be Ms. LaPlante. Ms. Ostrom was only showed the pictures of Ms. LaPlante being dressed or in the bikini. Ms. Ostrom stated she has only seen Ms. LaPlante in appropriate attire and that she has never seen Ms. LaPlante where a bikini. Ms. Ostrom stated she will be removing Ms. LaPlante from the staff schedule until this investigation is complete.

On 07/15/2021, Timber Hill's home manager Crystal LaPlante was interviewed regarding the allegations. She has worked for this corporation since 1994 and has been back as the home manager for a year. She knows who Resident A is and stated he moved out on 03/01/2021 into Oakwood group home. Initially, Ms. LaPlante stated she has not seen Resident A since he moved out but then stated she saw Resident A about a few months ago when she dropped off a turtle tank to Resident A at Oakwood. Ms. LaPlante stated that Resident A would text her "once in a while," saying, "hi," and "he misses me." She stated, "I sometimes text him back, hi or how are you doing." Ms. LaPlante stated she does not communicate with Resident A on Facebook, nor does she hang out with Resident A after her shift ends at Timber Hill.

Ms. LaPlante stated she assists Resident A with transfers and assists Resident A with showering. She stated that Resident A can wash himself, but requires assistance with washing his back, feet and sometimes head. She stated the door is usually closed for privacy but that she never locks the door. She gets him set up into the shower, hands him the washcloth and then she leaves him alone in the shower for privacy. She returns to wash his back, feet and sometimes head and that is it. Ms. LaPlante stated she has never touched Resident A's penis with her hands or mouth. She stated, "Resident A asked me to clean his penis, but I didn't."

Ms. LaPlante stated she heard from staff (names unknown) that Resident A has asked other female staff in the past to also wash his genitals and they refused. Ms. LaPlante

denied washing Resident A's genitals, denied giving Resident A oral sex and denied being in a romantic relationship with Resident A. Ms. LaPlante described her relationship with Resident A as a "home manager and resident," type of relationship. She stated Resident A requested to befriend her on Facebook and she accepted that request after he was discharged from Timber Hill. Ms. LaPlante stated her husband Michael is also friends with Resident A, but that Michael has not seen Resident A "in a while." Ms. LaPlante stated that whenever Michael drops and picks her up from work, Resident A is outside, so they talk. Also, Michael and Resident A talk via Facebook and she thinks Resident A has Michael's number, but she does not know what they talk about.

Ms. LaPlante stated she uses Timber Hill's van to transport residents to and from their workshop. She has transported Resident A to his doctor appointments and there were times when Ms. LaPlante took Resident A out to lunch just them by themselves. She stated whenever there is a trip to the park, all the residents go to the park. She has never only taken Resident A to the park by himself. Ms. LaPlante denied that her husband Michael has ever driven Timber Hill's van or even been inside the van. Ms. LaPlante denied ever having sex with Resident A inside or outside the van.

Ms. Cade showed Ms. LaPlante the pictures that were forwarded to her from Resident A's cellphone. Ms. LaPlante confirmed all the pictures with her face were in fact her. She stated these pictures are on her Facebook and showed both Ms. Cade and I her Facebook photos. All the pictures with Ms. LaPlante's face were in fact on her or her husband's Facebook photos except for the one with Ms. LaPlante wearing a yellow bikini. The pictures of Ms. LaPlante in the yellow bikini were not located on either her or her husband's Facebook photos. Ms. LaPlante stated, "I may have deleted some."

Ms. Cade then showed Ms. LaPlante the pictures of the genitals and breasts. Ms. LaPlante stated, "that's not my breast. I have nipple piercing in both breasts." She stated she has had her piercings for years. Ms. LaPlante has a large tattoo that is on her lower abdomen that goes from side to side in length and comes right to the top of her vaginal area. She stated that the pictures of the genitals and breasts are not hers and that her husband nor she never texted any of these pictures to Resident A. Ms. LaPlante stated Resident A becomes infatuated by woman as Resident A was infatuated with another staff who had to leave because Resident A was "harassing her." Ms. LaPlante stated that Resident A's mother told Ms. LaPlante that "Resident A is in love with me." Ms. LaPlante stated she bumped into Resident A's mother a couple of times at Goodwill, where Resident A's mother worked.

On 08/10/2021, I contacted Detective Buhl via telephone to follow-up on his investigation. Detective Buhl stated he has yet to do anything with his investigation as he is waiting to hear from APS who made the referral. I advised Detective Buhl that APS denied their referral and will not be investigating these allegations. Detective Buhl did not view the pictures forwarded to him and was not aware of any sexual relationship between Resident A and Crystal LaPlante. Detective Buhl was advised that according to

Resident A, Ms. LaPlante sexually assaulted him on numerous occasions without his consent. Detective Buhl stated he will interview Resident A and update me afterwards.

On 08/17/2021, I conducted an interview with direct care staff (DCS) Deaundra Conway via telephone regarding the allegations. Ms. Conway has worked as a DCS at Timber Hill for three years. Ms. Conway stated she works mostly the midnight shift, but sometimes she has worked days and afternoons, but never with the home manager (HM) Crystal LaPlante. Ms. Conway remembers Resident A (Brandon Weakland) when he lived at Timber Hill. Ms. Conway stated from what she knows, the only relationship between Resident A and the HM is just that, a resident and a HM, nothing else. Although Ms. Conway has never worked with the HM, Resident A nor any other staff or resident has ever reported that the HM has been inappropriate with Resident A or any other resident. Ms. Conway recalls Resident A as always playing games in his bedroom and watches TV all day. She stated Resident A required "full assistance," with showers including transferring from his wheelchair to the shower chair and Ms. Conway would "wash his entire body." Ms. Conway stated when she washed Resident A's body, that would include his penis too. She stated, "he's gotta get clean." Ms. Conway stated Resident A was never inappropriate with her especially when she washed him. Resident A has never asked her to touch his penis or do anything inappropriate to him or his penis. Ms. Conway stated she does not have any other information to offer regarding the allegations.

On 08/17/2021, I interviewed staff David Shelton via telephone regarding the allegations. Mr. Shelton has worked for Residential Alternatives Inc., for two months. He works the midnight shifts at Timber Hill. Mr. Shelton has never worked with the home manager Crystal LaPlante and does not know Individual I (Brandon Weakland). Mr. Shelton stated he has never heard anything from other staff regarding Ms. LaPlante being inappropriate with the residents. He stated, "the only thing I heard about Crystal is how glad she was the manager because of all the issues in the past from the previous provider." Mr. Shelton stated he does not have any additional information to provide regarding the allegations.

On 08/17/2021, I interviewed assistant home manager Danyelle Graham via telephone regarding the allegations. Ms. Graham has been employed with this corporation for about 8 years and at Timber Hill about three years. She stated the home manager Crystal LaPlante is currently on leave pending this investigation. Ms. Graham is aware of Resident A when he lived at Timber Hill. She stated that Resident A required assistance with transfers and showering. Ms. Graham stated that Resident A wanted her to give him a shower and the only staff that he wanted was Ms. Graham, Ms. LaPlante and Melita Jurick. Ms. Graham stated during showers, she would transfer Resident A onto the shower chair, hand him the washcloth and leave the bathroom. She would return to check on him and then assist him in washing his back and his legs. Ms. Graham stated she never locked the door, but that the door would be closed for privacy. She stated Resident A has never asked her to wash his penis or to touch his penis.

Ms. Graham stated that Ms. LaPlante would also assist Resident A in the shower, but that Ms. Graham cannot recall if Ms. LaPlante stayed in the bathroom or came out after each time, she helped Resident A into the shower. Ms. Graham is aware of Ms. LaPlante's husband, Michael, as Michael would drop and pick up Ms. LaPlante for her shift. She stated that Michael has never entered Timber Hill. She stated that Resident A spends a lot of time outside, so Resident A and Michael would talk outside daily. She does not know what Resident A and Michael talked about. Ms. Graham does not know if Michael has driven Timber Hill's van, but she stated she has never seen Michael drive the van. Ms. Graham denied seeing any inappropriate pictures on Resident A's cellphone and stated that Resident A has never reported anything to her about Ms. LaPlante. Ms. Graham stated there are times that Ms. LaPlante only transports Resident A in the van during an outing, but that would be normal because Ms. LaPlante would also transport other residents by themselves. She stated the staff try to spend individual times outside of Timber Hill alone with each resident. Ms. Graham does not know how long Ms. LaPlante is out alone with Resident A when they are together. Ms. Graham stated she has never witnessed anything inappropriate between Resident A and Ms. LaPlante.

On 08/17/2021, I received the following an email from ORR Johnna Cade:

"I spoke to Oakwood's home manager today and she told me Detective Buhl came out and interviewed Resident A yesterday. Resident A said he wanted to press charges. The detective explained the matter would be taken to the prosecuting attorney, if it is accepted, they will move forward with investigating Crystal LaPlante and her husband. It is possible that the case could go to trial.

On 08/18/2021, DCS Roy Key was interviewed regarding the allegations via telephone. Mr. Key has worked as a DCS at Timber Hill for three years. Mr. Key works mostly the midnight shift. Mr. Key worked at the Timber Hill home when Resident A lived there under the supervision of home manager Crystal LaPlante. Mr. Key remarked, Ms. LaPlante was the best manager in the world, and he does not believe the allegations made about her are true.

Mr. Key stated the relationship between Ms. LaPlante and Resident A was that of a resident and a home manager. He never observed any romantic and/or sexual interactions between Resident A and Ms. LaPlante. He does not believe the two spent time together outside of work hours and further does not believe that they interacted on social media. Mr. Key stated Ms. LaPlante's husband picks her up and drops her off at work. The husband remains in the car and waits for her. He stated the most Mr. Key has seen Ms. LaPlante's husband interact with Resident A is saying hello from inside of his car.

Mr. Key stated he has assisted Resident A in the shower. Mr. Key explained, when giving a shower it is normal for staff to shut the bathroom door however not to lock it. Mr. Key is unaware if Ms. LaPlante locked the bathroom door while showering Resident A. Mr. Key stated Resident A can wash his body independently including his penis. Staff

only assist with washing the back side of his body, legs, and arms. Mr. Key has no concerns about the relationship between Ms. LaPlante and Resident A.

On 08/23/2021, an interview was conducted with DCS Tamika Pennington via telephone regarding the allegations. Ms. Pennington reported two years ago she was transferred from the Timber Hill Home where she was working as a DCS to another home within the providers network. She stated approximately two months ago she was transferred back to the Timber Hill. When she was transferred back to the home, Resident A was no longer living there. Ms. Pennington explained that she was transferred from the Timber Hill home two years ago because Resident A had a crush on her. Ms. Pennington stated she heard this from other staff, that Resident A had a crush on her, Resident A did not tell her specifically. She stated Resident A started to refuse showers from other staff. One night when she was unable to shower Resident A, he began to scream, yell and got very upset. This is what prompted her to ask to be transferred from the home.

Ms. Pennington stated when she worked with Resident A in the past and she assisted him in the shower, she washed his upper body which included his head, arms, and hair. Ms. Pennington stated Resident A was able to wash his penis independently. Ms. Pennington stated Resident A was never inappropriate with her. Resident A never asked her to wash his penis. She stated when assisting Resident A in the shower she would close the door for privacy, but never locked it. Ms. Pennington stated there is no need to lock the bathroom door. Ms. Pennington is unaware if Ms. LaPlante locked the bathroom door while showering Resident A.

Ms. Pennington stated when Resident A had a crush on her, he never alleged or suggested that he was involved in a romantic and/or sexual relationship with her. Ms. Pennington stated Resident A did take her phone number off a staff board that had all the staff's contact information and called her. Ms. Pennington blocked Resident A, so he was unable to contact her. Resident A never sent her text messages or contacted her via social media. Ms. Pennington is not friends with any person she provides services to on social media and said it would be unusual for a staff to befriend a person they work for on social media.

Ms. Pennington worked with Ms. LaPlante and felt Ms. LaPlante was an awesome manager. Ms. Pennington is unaware if Resident A and Ms. LaPlante communicated outside of work and/or on social media. Ms. Pennington stated that Ms. LaPlante gets dropped off and picked up from work by her husband. Ms. LaPlante's husband remains outside in his vehicle. Ms. Pennington stated in her experience with working with Resident A, he is truthful and does not tell lies. Ms. Pennington said she cannot speak to the relationship Ms. LaPlante had with Resident A as she did not work in the home while Resident A lived there so she did not see the two of them interact.

On 08/31/2021, I contacted Detective Buhl requesting an update on his case. Detective Buhl stated he believed Resident A was sexually assaulted by Ms. LaPlante and that a crime was committed. He stated even if Resident A gave consent, due to Resident A being a vulnerable adult, it is still a crime. Detective Buhl submitted a warrant request to the prosecutor's office. However, it can take months before the prosecutor reviews it and authorizes the warrant. Detective Buhl stated he does not want me or ORR Johnna Cade to interview Ms. LaPlante's husband, Michael due to this being an ongoing investigation.

On 09/02/2021, I conducted the exit conference with licensee Renee Ostrom via telephone. Ms. Ostrom was advised of my findings. Ms. Ostrom stated based on this investigation being substantiated, she will be terminating the home manager, Crystal LaPlante's employment with Residential Alternatives. Ms. Ostrom also acknowledged that pending the criminal investigation, if relevant information is received based on the outcome of the criminal case, this investigation may be reopened.

APPLICABLE RULE	
R 400.14204	Direct care staff; qualifications and training.
	(2) Direct care staff shall possess all of the following qualifications: (a) Be suitable to meet the physical, emotional, intellectual, and social needs of each resident.
ANALYSIS:	Based on my investigation, the home manager Crystal LaPlante was not suitable to meet the physical, emotional, intellectual, and social needs of Resident A. Resident A disclosed that Ms. LaPlante had sexual intercourse with him several times when he lived at Timber Hill. Resident A disclosed that Ms. LaPlante's husband Michael texted Resident A's cellphone sexual images of Ms. LaPlante. Resident A stated he did not consent to these sexual encounters. Ms. LaPlante accepted Resident A's friend request on Facebook after Resident A moved out of Timber Hill into another AFC group home. There is a pending criminal case against Crystal LaPlante and her husband with the Ortonville Police Department regarding this incident.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.14305	Resident protection.
	(3) A resident shall be treated with dignity and his or her personal needs, including protection and safety, shall be

	attended to at all times in accordance with the provisions of the act.
ANALYSIS:	Based on my investigation, Resident A was not treated with dignity and his personal needs, including protection and safety was not attended to at all times by Timber Hill's home manager Crystal LaPlante. Resident A disclosed that when he resided at Timber Hill, Ms. LaPlante an authority figure had sexual intercourse with Resident A about three or four different times without his consent. In addition, Ms. LaPlante's husband was sending Resident A nude pictures of Ms. LaPlante to Resident A's cellphone. Ms. LaPlante befriended Resident A on Facebook after Resident A moved out from Timber Hill into another AFC home. There is currently a pending criminal case regarding this matter with the Ortonville Police Department.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Contingent upon receiving an acceptable corrective action plan, I recommend no change to the status of the license and this investigation to be closed.

However, due to the pending criminal case, if relevant information is received based on the outcome of the criminal case, this investigation may be reopened.

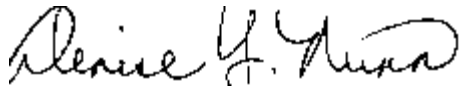


09/02/2021

Frodet Dawisha
Licensing Consultant

Date

Approved By:



09/03/2021

Denise Y. Nunn
Area Manager

Date

Continued.....

Addendum Report
SIR #2021A0605041

Purpose of Addendum

The purpose of the addendum is to update this special investigation report to include Oakland County Sheriff Office's police report #210175195 dated 08/24/2021 as it relates to the home manager, Crystal LaPlante, and Resident A.

Methodology

On 11/03/2021, I received police report #21075195 in an email from Office of Recipient Rights (ORR) Johnna Cade.

On 11/03/2021, I reviewed police report #21075195 and below is a summary of the interview between Detective Buhl and Crystal LaPlante.

“Crystal confessed to having penis/vagina intercourse on two occasions in Groveland Township with Resident A. She stated the first time was around her birthday and the second time was coming back from Resident A's stepdad's funeral in November. The dates vary slightly from Resident A's, but she admitted to two times and both in Holly Rec as stated by Resident A. She also confessed to performing at least eight acts of manual genital stimulation to Resident A till he ejaculated along with two acts of fellatio at 555 Timber Hill. She stated the sexual encounters in the group home occurred in the handicap bathroom as Resident A stated. She also stated that the two acts of sexual intercourse occurred at Holly Rec area as Resident A stated. Crystal also stated that she was alone with Resident A in the bathroom at the group home during the sexual encounters. She also admitted that her husband Michael LaPlante was present in the van during intercourse at Holly Rec. She said there were no threats, promises, gifts, or any coercion. She said it was consensual. She admitted she knew it was wrong.”

On 11/03/2021, I contacted Detective Buhl with Oakland County Sheriff's Office. Detective Buhl stated he submitted his report to the prosecutor's office, and it was denied. He stated the warrant was denied because Resident A said during his interview with Detective Buhl that all sexual encounters with Crystal LaPlante were consensual, and that Resident A was never coerced.

On 11/03/2021, I contacted ORR Johnna Cade who stated that Crystal LaPlante has been “red flagged,” in their system which means that if/when Ms. LaPlante attempts to

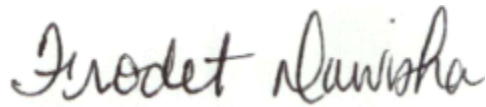
become employed at a group home facility where ORR is involved in that group home, their department will be notified when an ORR background is initiated.

Description of Findings and Conclusion

In conclusion, Crystal LaPlante sexually assaulted Resident A; however, due to Resident A being his own guardian and stated that the sexual encounters were consensual, Ms. LaPlante was not criminally charged. However, Ms. LaPlante's employment was terminated at Timber Hill, and she no longer has contact with Resident A.

Recommendations

A corrective action plan was received on 09/09/2021 and approved. Therefore, I recommend no change to the status of the license and this investigation closed.

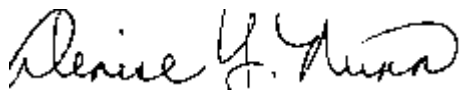


11/30/2021

Frodet Dawisha
Licensing Consultant

Date

Approved By:



11/30/2021

Denise Y. Nunn
Area Manager

Date

Continued.....

**AMENDED REPORT
SIR #2021A0605041**

Purpose of Addendum

The purpose of the addendum is to remove the name of Oakwood's home manager from the report at the request of Oakwood's licensee designee Kathryn Simpson.

Methodology

On 06/28/2022, I received a telephone call from Oakwood's licensee designee Kathryn Simpson stating that Oakwood's home manager is concerned that her name is on this report and for personal safety reasons, Ms. Simpson is requesting that Oakwood's home manager's name be removed in its entirety from this report.

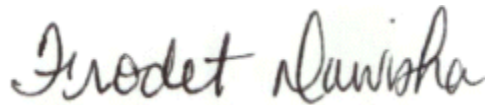
On 06/28/2022, I received an email from Oakwood's licensee designee Kathryn Simpson making this request in writing.

Description of Findings and Conclusion

In conclusion, I removed Oakwood's home manager's name in its entirety from this special investigation report.

Recommendations

A corrective action plan was received on 09/09/2021 and approved. Therefore, I recommend no change to the status of the license and this investigation closed.



06/28/2022

Frodet Dawisha
Licensing Consultant

Date

Approved By:



06/30/2022

Denise Y. Nunn
Area Manager

Date