



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
ACTING DIRECTOR

February 14, 2024

DeElla Johnson
Andrews & Johnson Inc
P.O. Box 457
Genesee, MI 48437

RE: License #: AS250015933
Investigation #: 2024A0576017
Andrews & Johnson Inc

Dear DeElla Johnson:

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 that reads "C. Garza".

Christina Garza, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(810) 240-2478

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT
THIS REPORT CONTAINS QUOTED PROFANITY**

I. IDENTIFYING INFORMATION

License #:	AS250015933
Investigation #:	2024A0576017
Complaint Receipt Date:	01/16/2024
Investigation Initiation Date:	01/16/2024
Report Due Date:	03/16/2024
Licensee Name:	Andrews & Johnson Inc
Licensee Address:	P.O. Box 457, Genesee, MI 48437
Licensee Telephone #:	(810) 938-8177
Administrator:	DeElla Johnson
Licensee Designee:	DeElla Johnson
Name of Facility:	Andrews & Johnson Inc
Facility Address:	5102 W. Pierson Road, Flint, MI 48504
Facility Telephone #:	(810) 230-7315
Original Issuance Date:	03/01/1995
License Status:	REGULAR
Effective Date:	09/05/2023
Expiration Date:	09/04/2025
Capacity:	6
Program Type:	DEVELOPMENTALLY DISABLED MENTALLY ILL AGED

II. ALLEGATION(S)

	Violation Established?
Staff, Tanika Mullin yelled at Resident A, sprayed Resident A in the face with air freshener, and hit the resident in the right eye. Resident A has a bruised eye and there is a flesh wound on the corner of his eye.	Yes

III. METHODOLOGY

01/16/2024	Special Investigation Intake 2024A0576017
01/16/2024	APS Referral
01/16/2024	Special Investigation Initiated - Letter Sent email to Michelle Salem, Genesee County Office of Recipient Rights (ORR)
01/23/2024	Contact - Face to Face Interviewed Licensee Designee, DeElla Johnson
01/23/2024	Inspection Completed On-site Interviewed Staff, Melody Hanson, Resident A, and Resident B
01/25/2024	Contact - Telephone call made Interviewed Michelle Salem, Genesee County Office of Recipient Rights
01/30/2024	Contact - Telephone call made Interviewed Staff, Anthony Kelling
01/30/2024	Contact - Telephone call made Interviewed Staff, Tanika Mullin
01/30/2024	Contact - Document Received Reviewed Incident Report
02/13/2024	Exit Conference Exit Conference conducted with Licensee Designee, DeElla Johnson

ALLEGATION:

Staff, Tanika Mullin yelled at Resident A, sprayed Resident A in the face with air freshener, and hit the resident in the right eye. Resident A has a bruised eye and there is a flesh wound on the corner of his eye.

INVESTIGATION:

On January 16, 2024, I sent an email to Michelle Salem, Genesee County Office of Recipient Rights (ORR) Officer regarding if she is investigating this matter and, if so, any updates she can provide. On January 25, 2024, I interviewed ORR Investigator Salem regarding this investigation. Officer Salem reported Resident B was a witness to Resident A being sprayed in the face with air freshener by the Staff, Tanika Mullin. Officer Salem interviewed Staff Mullin regarding the allegations. Staff Mullin reported she sprayed air freshener and Resident A walked through it as he was following her around. Staff Mullin denied any knowledge of an injury to Resident A's eye. Staff Mullin reported Resident A had been agitated throughout the day and Resident A hit her about 4pm because he was upset. Officer Salem interviewed Resident A and he reported Staff Mullin hit him with her hand. Officer Salem asked Resident A about air freshener and Resident A did not say anything. Resident A pointed to the spray and pointed to the living room. Officer Salem interviewed Resident A one week later and he said Staff Mullin hit him in the eye. Officer Salem interviewed Resident B and he reported Staff Mullin and Resident A yelling at each other. Resident A was calling Staff Mullin names. Staff Mullin sprayed Resident A with air freshener 5 times. Officer Salem interviewed Staff, Anthony Kelling who reported about 3-4 minutes after he arrived for his shift, he saw blood on Resident A's face. Staff Kelling asked Resident A what happened, and he said that Staff Mullin "gave me a black eye". Officer Salem interviewed Home Manger, Melody Hanson and she reported she saw Resident A the following day after the allegations and Resident A said that Staff Mullin hit him in the face and sprayed him in the face. Officer Mullin reported she will substantiate Abuse II against Staff Mullin.

On January 23, 2024, I interviewed Licensee Designee, DeElla Johnson regarding the allegations. Licensee Designee Johnson reported she received a call from 3rd Shift Staff, Anthony Kelling who was upset. Staff Kelling explained that when he arrived to work 2nd Shift Staff, Tanika Mullin was walking out of the home and said, "I'm sick of this shit." Staff Kelling viewed Resident A to be upset and he was calling Staff Kelling "the N word". Staff Kelling asked Resident B what happened. Resident B reported that Staff, Tanika Mullin sprayed Resident A with air freshener and Resident A hit her in response. Resident A reported to Staff Kelling that Staff Mullin hit him in the eye causing an injury. According to Licensee Designee Johnson, Resident A is verbal however he is hard to understand. Licensee Designee Johnson interviewed Staff Mullin and she denied spraying Resident A with freshener or hitting Resident A. Licensee Designee Johnson also spoke to Resident A, and he said Staff Mullin hit him. Licensee Designee advised she believes the allegations to be true and Resident A is credible. Staff Mullin is currently suspended pending the outcome of the investigation.

On January 23, 2024, I conducted an unannounced on-site inspection at Andrews & Johnson and interviewed Staff, Melody Hanson, Resident A, and Resident B. Staff Hanson reported she was not working at the time of the allegations. Staff Hanson came in later and Resident A told her that Staff Mullin hit him in the eye with a can. According to Staff Hanson, Resident A is “not really verbal” in that he cannot carry on a conversation. Staff Hanson would not have thought that Staff Mullin would mistreat any residents however she believes Resident A because he kept repeating that Staff Mullin hit him.

On January 23, 2024, I viewed Resident A at his home. Resident A was neat and clean in appearance. Resident A appeared happy as he was smiling. Resident A was viewed to have a small, discolored mark near his eye. Resident A was unable to be interviewed as his responses to questions posed to him could not be understood.

On January 23, 2024, I interviewed Resident B regarding the allegations. Resident B reported Staff, Tanika Mullin was trying to calm Resident A as he was yelling and trying to get his way. Resident A started cussing and Staff Mullin said, “keep it up and I’ll spray you with this freshener.” Staff Mullin sprayed Resident A in the face with the freshener and Resident A tried to protect himself. Resident A hit Staff Mullin in the arm, and she said, “you hit me and I’m going to hit you back”. After Resident A was sprayed, Resident B went to his bedroom because of all the yelling, and he was afraid. Resident B did not notice any injury to Resident A’s eye until 3rd shift staff came on duty. Resident B advised he would not feel safe if Staff Mullin returned to work at his home.

On January 30, 2024, I interviewed Staff, Anthony Kelling regarding the allegations. Staff Kelling reported when he arrived to work on the day of the allegations, Resident A was in a bad mood and Staff Kelling noticed a red bruise and bleeding on Resident A’s face. Staff Kelling asked the other residents what happened, and he was told Staff, Tanika Mullin sprayed Resident A in the face with freshener and hit him in the eye. Staff Kelling provided Resident A first aid as the injury to Resident A’s was “freshly bleeding”. Staff Kelling spoke to Resident B and Resident B reported Resident A was making Staff Mullin mad. Staff Mullin was swearing at Resident A and arguing back and forth. Staff Mullin got madder, stood up, and sprayed Resident A. Staff Kelling was asked if he believes the allegations to be true and he confirmed he did. Staff Kelling confirmed he has worked with Staff Mullin in the past and advised she is passive aggressive and does not always speak well about the residents. According to Staff Kelling, Resident B is credible, and he is good at talking with Resident A when he is upset. Resident B is not a person who “tells stories” and he cannot keep a secret.

On January 30, 2024, I interviewed Staff Tanika Mullin regarding the allegations. Staff Mullin explained Resident A began to have a behavior and called her “bitch” and “black bitch.” Staff Mullin did not pay Resident A any attention and did not say anything to him. Resident A began to calm down and later around 4pm he started calling her names again. In the evening, Staff Mullin was cleaning and spraying air freshener in the home. Resident A was following behind her and spray got in his face. According to Staff Mullin she did not intentionally spray Resident A with air freshener. Staff Mullin advised that

when she left the home Resident A did not have an injury to his eye. Staff Mullin denied causing injury to Resident A's eye. Staff Mullin denied arguing with Resident A or calling him any names.

On January 30, 2024, I reviewed an *AFC Licensing Division - Incident / Accident Report* (IR) dated for January 11, 2024, and authored by Staff, Anthony Kelling. The IR documented that on January 11, 2024, at 9pm Staff Kelling noticed Resident A had bruising on his right cheek. Resident A took his hat off and Resident A was viewed to have a bruise on near his eye and it was bleeding. Resident A was provided first aid, and the Administrator was contacted.

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:	<p>It was alleged that Resident A was sprayed with air freshener and hit by Staff, Tanika Mullin. Upon conclusion of investigative interviews, there is a preponderance of evidence to conclude a rule violation.</p> <p>Resident B was interviewed as he was a witness to the incident between Staff Mullin and Resident A. Resident B reported Staff Mullin and Resident A were yelling and Staff Mullin threatened and sprayed Resident A with the freshener. Resident B reported he went to his room after witnessing this as he was afraid. Attempts to interview Resident A were unsuccessful as answers to questions posed to him could not be deciphered. Staff, Anthony Kelling was interviewed, and he reported he came on duty after Staff Mullin on the day of the allegations. Staff Kelling viewed Resident A to be upset and have an injury to his eye. Resident B reported to Staff Kelling that Staff Mullin sprayed Resident A in the face with air freshener. Home Manager, Melody Hanson was interviewed, and she reported Resident A told her that Staff Mullin hit him in the face. Staff Mullin was interviewed and denied intentionally spraying Resident A in the face with the air freshener. Staff Mullin denied causing injury to Resident A.</p>

	There is a preponderance of evidence to conclude Resident A's safety and protection was not adhered to at all times. Resident A reported to recipient rights, the licensee designee, and home manager that he was hit by Staff, Tanika Mullin. Resident B reported he heard Staff Mullin threaten to spray Resident A with air freshener and she eventually followed through with that threat, which Resident B also witnessed.
CONCLUSION:	VIOLATION ESTABLISHED

On February 13, 2024, I conducted an Exit Conference with Licensee Designee, DeElla Johnson. I advised Licensee Designee Johnson I would be requesting a corrective action plan for the cited rule violation.

IV. RECOMMENDATION

Contingent upon receipt of an acceptable corrective action plan, I recommend no change to the license status.

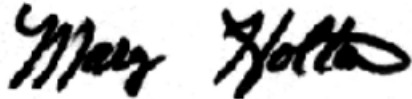


2/14/2024

Christina Garza
Licensing Consultant

Date

Approved By:



2/14/2024

Mary E. Holton
Area Manager

Date