

children safe and "it's not ok to come to work high or be high around the kids".

Ivory B reported working at Waypoint - Park Ridge for over 4 years. Ivory B reported currently working in the "rainbow room" with preschool-age children. Ivory B reported a rumor going around the center that Marissa W threw a ball at a child in order to redirect the child. Ivory B denied seeing the incident or knowing anything more about it. Ivory B denied hearing any rumors about staff using illegal substance or staff coming to work under the influence of drugs or alcohol

Whitney C reported this is currently the second time she has been employed at Waypoint- Park Ridge. Whitney C reported currently working at Waypoint - Park Ridge for about 1 year this second-time-round. Whitney C talked about how she has worked in the orange room, yellow room, and green room while employed at Waypoint - Park Ridge. Whitney C reported she is friends with Marissa W outside of work. Whitney C reported she does go with Marissa W on breaks and during lunch break. Whitney C stated Marissa W goes tanning and she goes with to get out of the center for a while. Whitney C denied waiting in the car for Marissa W while Marissa W tanned stating she would wait inside the tanning studio. Whitney C denied that she and Marissa W smoke cigarettes. Whitney C denied using any drugs or alcohol while at work or around the child care children. Whitney C stated she "...knows it's wrong...(I) don't agree with it..." Whitney C denied using illegal substances and/or drinking alcohol in the center parking lot. Whitney C denied using illegal substances and/or drinking alcohol while on break or lunch from work prior to returning to work. Whitney C reported she does use marijuana on the weekend. Whitney C reported her last date of usage was 1/30/2015. Whitney C denied smoking marijuana during the week and at night after work because she believes it could affect her the next day while at work. Whitney C then reported she has trouble sleeping and the marijuana helps her. Whitney C also talked about how she used to work first shift arriving at 6:30am. Whitney C reported she was often late from oversleeping so Ms. Biddle changed her shift time to 7:30am. Whitney C denied knowing if Marissa W uses illegal substance and/or drinks alcohol.

Ms. Biddle reported staff came to her on three different occasions to report concerns that some staff may be using marijuana. Ms. Biddle talked about the three reports that were made to her including that a staff was using marijuana after work, that a staff was using marijuana at a weekend party, and that one staff used marijuana in a car after work then re-entered the building for an after work reason. Ms. Biddle denied that any employee names were given to her when the reports were made. Ms. Biddle denied having any evidence that any staff were using and/or under the influence of drugs or alcohol at work. Ms. Biddle denied that any staff appeared impaired or smelled of marijuana. Ms. Biddle also talked about there being several employee conflicts going on throughout the building at the same time these concerns were reported to her. Ms. Biddle discussed Waypoint's policy regarding staff who use drugs and/or alcohol at work and/or at any time during their shift. Ms. Biddle reported it is not tolerated. Ms. Biddle reported the employee would be sent home immediately for the day and that she would consult with Waypoint Chief Executive Officer (Jaye Kennedy) and Waypoint Chief Operations Officer (David Thielan).

During the interview, Ms. Biddle talked about receiving a concern (earlier in the week) from staff that Marissa W threw a football at a child in an effort to redirect the child. Ms. Biddle reported questioning Marissa W about the incident. Ms. Biddle reported Marissa W admitted to doing it.

Marissa W was not available for an interview. It is important to note, Marissa W is no longer employed at Waypoint- Park Ridge.

Special Notes and Action Required:

On 2/26/2015, Ms. Biddle reported the following to licensing through an email "...Our senior management is working with our HR partner, Merit Resources, to update our drug/alcohol usage policy. They have a retreat planned for this coming Monday to work on what these changes will be and how we will implement them. For the time being, we will keep following our current policy regarding fitness for duty. If someone arrives for their shift unfit for duty, we will dismiss them for the day. Depending on the particular situation, we will follow up with any disciplinary actions that are necessary. In addition, alcohol and drugs are not to be used on the premises."

On 3/6/2015, Ms. Biddle reported the following to licensing through an email "... (Waypoint) will be rolling out a new and enhanced drug policy to the Leadership team by April 15th.. The plan then is to roll this out to all employees from April 15th and have all employees signed off on this new policy by Memorial Day....".

When Waypoint's drug/alcohol usage policy is updated, please provide a copy of Waypoint's updated drug/alcohol policy to licensing (via email is sufficient).

If you feel something is unclear or unjustly cited, please contact me (phone 319-892-6827; email alyons@dhs.state.ia.us <<mailto:alyons@dhs.state.ia.us>>) so that we may discuss the issue. If necessary, I can make a notation in your record. You may also send a letter that will be included in your licensing file noting any disagreement you may have with this report. If I have failed to provide for you any information discussed during my visit, please contact me and I will forward the information to you. Thank you.

Consultant's Signature:

A handwritten signature in black ink, appearing to be a stylized name, possibly 'M. J. ...', written on a light gray background.

Date:

02/26/2015