



April is:

- ◆ National Brunch Month
- ◆ National Month of Hope
- ◆ Distracted Driving Awareness Month
- ◆ National Decorating Month
- ◆ National Humor Month
- ◆ National Pecan Month
- ◆ Stress Awareness Month

Dates of Interest:

- 1st – April Fools Day
- 2nd – National Handmade Day
- 6th – National Walking Day
- 8th – **Payday**
- 10th – National Hug your Dog Day
- 12th – National Grilled Cheese Sandwich Day
- 15th – Good Friday
- 16th – National Orchid Day
- 17th – Easter
- 18th – Adult Autism Awareness Day
- 21st – National High Five Day
- 22nd – **Payday**
- 24th – National Pigs in a Blanket Day
- 26th – Audubon Day
- 29th – National Shrimp Scampi Day
- 30th – International Jazz Day

Employee Spotlight—Dale McAlpine, PC


Congratulations to Dale McAlpine, Program Coordinator, for being the CSCS Employee of the Month. Dale has been employed by CSCS for the last 5 months and really enjoys getting to see so many different people in his work week. He spends time at a different home/site each work day. His favorite motivational quote is: “Treat employees like they make a difference... and they will.”



Dale is looking forward to Spring. Since golfing is one of his hobbies, he is anticipating the golf courses opening up. His other spring-time activity will be working on getting his lawn ready for summer. Dale is also looking forward to Baseball season. He is a loyal Detroit Tigers fan and loves coaching baseball. His other hobbies include: hunting, fishing, and traveling casinos.

Dale has 1 daughter, who works as a nurse and a 4-year old grandson. He'll be celebrating Easter with his favorite, ham dinner.



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Policy Highlight—Sexual Harassment Policy

CSCS Sexual Harassment Policy

This organization is strongly opposed to sexual harassment by managers, co-workers, or visitors.

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where tolerance of such actions is made a condition of employment that interferes with an individual's work performance or simply creates an intimidating, hostile or offensive work environment.

It is illegal and against the employer's policy for any worker, male or female, to harass another worker or to create a hostile working environment by either committing or encouraging:

- ◆ physical assaults on another employee, including but not limited to rape, sexual battery, molestation, or attempts to commit these assault
- ◆ intentional physical conduct that is sexual in nature, including but not limited to touching, pinching, patting, or brushing up against another employee's body
- ◆ unwanted sexual advances, propositions, or sexual comments, including making sexual gestures, jokes, or comments made in the presence of any employee who has indicated that such conduct in his or her presences is unwelcome posting or displaying pictures, posters, calendars, graffiti, objects, or other materials that are sexual in nature or pornographic.

The creation of an intimidating, hostile, or offensive working environment may include such actions as persistent sexual comments or the display of obscene or sexually oriented photographs or drawings. However, conduct or actions that arise out of a personal or social relationship and that are not intended to have a discriminatory employment effect may not be viewed as harassment. The employer will determine whether such conduct constitutes sexual harassment, based on a review of the facts and circumstance of each situation.

The employer will not condone any sexual harassment of its employees. All workers, including supervisors and managers, will be subject to severe discipline, up to and including discharge, for any act of sexual harassment they commit. Employees who feel victimized by sexual harassment are encouraged to report the harassment to their supervisor. If the worker's immediate supervisor is the source of the alleged harassment, the employee should report the problem to the supervisor's superior.

Supervisors and managers who receive a sexual harassment complaint should notify the Program Coordinator immediately. The Program Coordinator should carefully investigate the matter, questioning all employees who may have knowledge of either the incident in question or similar problems. Both the complaint and the investigative steps and findings should be documented as thoroughly as possible. As much as possible, confidentiality will be maintained with respect to a sexual harassment complaint and only those who need to know about such a complaint will be advised of its existence.

Employees who are dissatisfied with the investigating manager's resolution of a sexual harassment complaint may file a grievance using the organization's grievance procedure. No employee will be subject to any form of retaliation or discipline for pursuing a sexual harassment complaint.

Safety Spotlight—Signs and Symptoms of a Heart Attack

A heart attack occurs when blood flow is impeded from reaching the heart, severely damaging the heart muscle. Most heart attacks are caused by coronary artery disease, a condition which occurs when plaque builds up in the arteries. The plaque restricts blood flow over time, which forces the heart to work harder — and can lead to damaged or failed heart muscles.

When the heart muscle doesn't receive oxygen from blood flow, it begins to die. Restarting the blood and oxygen flow is crucial to prevent any further damage to the heart.

Symptoms of Heart Attack

Heart attack symptoms may occur suddenly or may build steadily over a period of hours (or even days). The most common symptoms of heart attack include:

- Chest pain or tightness
- Unexplained pain in arm or shoulders
- Unexplained pain in back, neck, or jaw
- Shortness of breath
- Weakness, dizziness, or fainting

A heart attack may also be accompanied by unusual tiredness, nausea, or vomiting; research shows these symptoms might be more common in women than men. Often, these signs are mistaken for other ailments such as chest pain, heartburn, or even a gallbladder attack.

What Can You Do?

If you suspect someone may be having a heart attack, call 911 or seek medical treatment immediately. If the patient stops breathing, perform CPR or use a defibrillator if one is available.

If the patient is breathing and conscious, some professionals suggest taking an aspirin while you wait for medical help to arrive (unless the patient is allergic to aspirin, or has been instructed by their doctor to avoid taking aspirin).

Easter Oreo Bark Recipe

Source: lilluna.com/easter-oreo-bark-5/



Ingredients

- * 1 package vanilla candy coating
- * 3/4 cup M&Ms Easter
- * 3/4 cup Easter/Spring Oreos crushed
- * Spring or Easter sprinkles

Instructions:

- 1) Melt package of candy coating in a small pot on low heat – stirring constantly until all melted. Pour over a baking sheet lined with parchment paper.
- 2) Sprinkle on crushed Oreos, M&Ms and sprinkles.
- 3) Place in fridge for half hour-hour.
- 4) Break into pieces

You can store the bark in an airtight container at room temperature for up to 2 weeks. You can also freeze it for up to 6 months.

April
 Bunny
 Chicks
 Cloud
 Daffodil
 Earthworm
 Flowers
 Garden
 Grow
 June
 May
 Plant
 Puddle
 Rainbow
 Rain Shower
 Robin
 Seed
 Spring
 Sunshine
 Tulips



M	B	I	V	S	E	E	D	W	P	H	S	R	F	Z
B	S	H	T	Q	I	L	D	C	E	S	I	J	R	V
A	R	L	I	R	P	A	F	U	A	O	W	K	I	E
C	E	L	D	D	U	P	S	U	N	S	H	I	N	E
L	W	R	E	A	R	T	H	W	O	R	M	U	P	R
O	O	A	P	J	I	G	Z	Z	O	X	J	Y	D	L
U	L	C	P	H	A	A	N	S	X	Y	R	X	N	I
D	F	V	M	Y	U	R	Z	R	G	A	R	I	I	D
M	V	P	R	N	C	D	M	Q	I	M	T	Y	B	O
X	G	S	K	N	H	E	Z	N	D	R	U	R	O	F
V	R	K	K	U	H	N	B	T	M	Z	L	S	R	F
B	O	C	U	B	M	O	I	S	P	R	I	N	G	A
B	W	I	R	J	W	P	M	K	O	P	P	C	O	D
I	C	H	K	Y	T	N	A	L	P	D	S	S	N	N
K	D	C	R	A	I	N	S	H	O	W	E	R	J	C

Sheet Pan Lemon Pepper Shrimp

Source: thesaltymarshmallow.com

Ingredients

- 1 Pound Medium Shrimp, Peeled and Deveined
- 1 Tablespoon Olive Oil
- 2 Tablespoons Fresh Lemon Juice, About One Lemon
- 1 Teaspoon Garlic Powder
- 1 Teaspoon Black Pepper
- 1/2 Teaspoon Salt
- 1/2 Teaspoon Paprika



Instructions

- 1) Preheat oven to 400 degrees. Lightly oil a non-stick sheet pan with oil or nonstick cooking spray and set aside.
- 2) In a medium bowl whisk together the olive oil, lemon juice, garlic, pepper, salt, and paprika.
- 3) Add the shrimp to the bowl and gently stir with a spoon to coat.
- 4) Spread the shrimp evenly on the prepared baking sheet. Bake in preheated oven for 8-10 minutes, just until shrimp has turned pink and is firm.

Serve as a meal with a salad, or on top of rice or pasta. Also great as a cold appetizer!