



The Dog Days of Summer

What are the Dog Days of Summer?

We often hear about the “dog days” of summer but few know what the expression means. Some say that it signifies the hottest and steamiest part of summer, a time “not fit for a dog.” The Dog Days of Summer describes the period of summer, between July 3rd and August 11th each year.

The phrase is actually a reference to the fact that, during this time, the Sun occupies the same region of the sky as Sirius, the brightest star visible from any part of Earth and part of the constellation Canis Major, the Greater Dog. This is why Sirius is sometimes called the Dog Star.

In the summer, Sirius rises and sets with the Sun. On July 23rd, specifically, it is in conjunction with the Sun, and because the star is so bright, the ancient Romans believed it actually gave off heat and added to the Sun’s warmth, accounting for the long stretch of sultry weather. They referred to this time as *diēs caniculārēs*, or “dog days.”

Thus, the term Dog Days of Summer came to mean the 20 days before and 20 days after this alignment of Sirius with the Sun—July 3 to Aug. 11.

When the Dog Days of Summer arrive, it's time to do those memorable summer time activities, that help us to keep our cool. They include:

- Take a dip in the pool.
- Go to the beach.
- Take the kids to a water park.
- Watch the sultry days go by in a cozy hammock.
- Laze under a shady tree.
- Go to an evening baseball game.

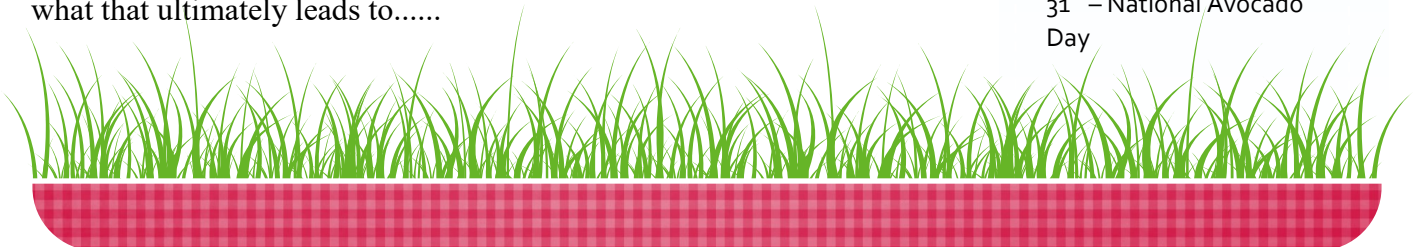
Whatever your favorite pastime for the Dog Days of Summer, we do not believe it should be spent indoors all day long, in air conditioned comfort. Rather, get out and enjoy the hot weather while it is here. After all, the days are already growing shorter, and you know what that ultimately leads to.....

July is:

- * National Blueberry Month
- * National Cell Phone Courtesy Month
- * National Grilling Month
- * National Hot Dog Month
- * National Ice Cream Month
- * National Park and Recreation Month
- * National Picnic Month
- * National Watermelon Month

Special Dates of Interest

- 2nd – Payday
- 3rd – Eat Your Beans Day
- 4th – Independence Day
- 5th – Admin Office Closed
- 7th – National Strawberry Sundae Day
- 11th – National 7-11 Day
- 12th – Eat Your Jello Day
- 16th – Payday
- 17th – World Emoji Day
- 22nd – National Refreshment Day
- 24th – National Day of the Cowboy
- 26th – National Disability Independence Day
- 30th – Payday
- 30th – National Get Gnarly Day
- 31st – National Avocado Day





Hot Weather Dogs: Tips for keeping your canine cool

If you see the mercury rising, here are some tips to keep your canine cool:

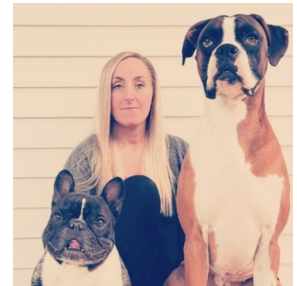
- Offer an ice pack or wet towel to lay on.
- Add ice cubes to the water dish.
- Offer access to a wading pool with shallow, cool water.
- Offer access to cool shade by stringing up a tarp, cloth, or use a shade screen.
- Bring a collapsible water dish on your walks.
- Replace a portion of their regular diet with canned food.
- Avoid walking on hot pavement, and consider booties to insulate their toes.
- Early morning or evening playtimes, exercise, and walks are best.

In the Spotlight

Meet the New Administrative Staff

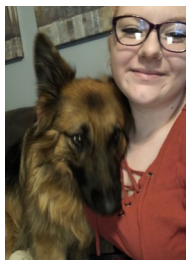
Earlier this Spring, 2 new staff members were hired that everyone interacts with at one time or another but may not have the opportunity to meet face to face. Please meet the newest members of the CSCS Administrative team, Monica Hospadar and Lily Padgett.

Monica Hospadar has been hired as the Human Resources Clerk. This position is a great match because it demands a lot of organizing and Monica loves organizing! Monica is grateful for the welcoming atmosphere of CSCS and the kindness that everyone has shown her. Although her favorite summertime activity is to travel around the Great Lakes, her next vacation will be to go to Disney World with her husband and son. Monica's favorite motivational quote is, "Happiness is the richest thing you will ever own." Monica loves running, gardening and reading.



Monica, Tonka and Dozer

Lily Padgett has been hired at CSCS as the new Payroll Clerk. With her new job, Lily has started on her career path in accounting. Her favorite thing about her new job is that CSCS truly helps the individuals we serve. Lily's favorite quote is, "Happiness can be found even in the darkest of times if one only remembers to turn on the light." Although Lily loves hiking with her boyfriend, Ethan, as a summertime activity, her next vacation will be traveling down south of the Bahamas, to the Turks and Caicos islands with a friend and her family. Lily's favorite hobbies are embroidery, reading and skateboarding.



Lily and Charlie

With both Monica and Lily having favorite quotes about happiness, it isn't hard to see that they both bring a lot of positivity into the admin

**HOME
OF THE
FREE
BECAUSE
OF THE
BRAVE**



Happy 4th of July

Policy Spotlight

Workplace Bullying

Bullying is defined in the Central State Community Services handbook as, "The repeated, inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others at the place of work and/or in the course of employment." Gossip is one of the most common forms of workplace bullying. In the Performance Corrections Guidelines, gossip is defined as, "Idle talk or rumor especially about the private affairs of others."

Gossip.. We've done it, and we've been on the receiving end too. Bullies in the workplace thrive on gossip. According to the article published on the website, bullyfreeatwork.com, the author explains several facts about gossip.

Gossip is a way of avoiding responsibility for one's feelings, and it can be used by someone with a lower self-image as a way to connect with others and feel better about oneself, but at the expense of another.

The bully can stretch or bend the truth or make up a lie about a target and not confront the target directly. Remember, gossip is indirect, passive behavior that the target is not usually included in directly.

Gossip is almost always something personal toward the target where the target is being presented as 'less than'. When we hear of someone as 'less than', we do not have to do the work to be more ourselves.

Alex Saez, a contributor to the Cron Newsletter, explains this about gossip, "Rumors and gossip can hurt the organization's reputation, decrease morale, and damage productivity. There are many reasons employees feel the need to spread rumors such as fear of reprisal, burnout, resentment, or personal issues among them. Management has the responsibility of providing a safe, healthy, and productive work environment."

What can you do as an employee to ward off gossip?

Decide to stop participating in gossip.

Decide that when you hear gossip, resist the urge to contribute. You can change the subject or be silent.

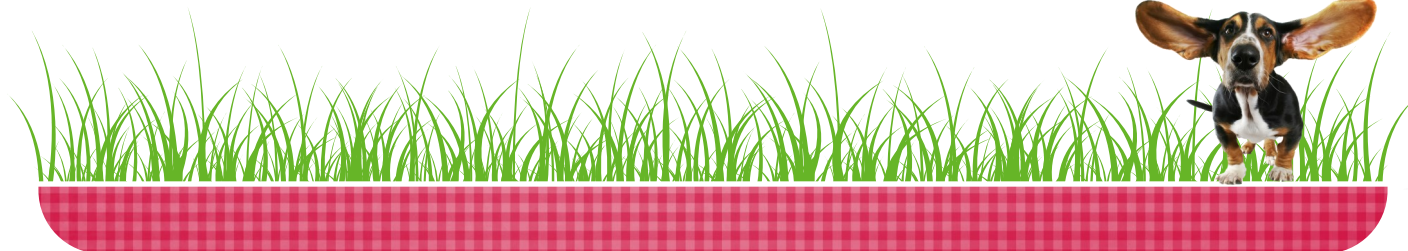
Hearing that we've been gossiped about is hurtful and devastating. Know that it happens to good people. If you are the target of this type of bullying, please report it to your Home Supervisor, Program Coordinator and/ or the Human Resources Manager.

Central State Community Services continues to adhere to a set of values that places emphasis on the ongoing development of the character of the individuals we support and the employees who support them as each continues to evolve as a contributing member of our communities.

Sources:

<https://www.bullyfreeatwork.com/workplace-bullying-gossip/>

<https://smallbusiness.chron.com/should-supervisors-handle-rumors-55036.html>



Common Signs and Symptoms of Resident Abuse, Neglect or Exploitation

Recognizing the signs and symptoms of abuse and neglect in individuals with developmental disabilities is difficult because they may exhibit certain physical and/or behavioral traits due to the nature of their disability. Therefore, it is very important to recognize changes in behavior or health (particularly those not typically associated with the individual's disability) as potential abuse or neglect indicators and there is no universal response to abuse or neglect.

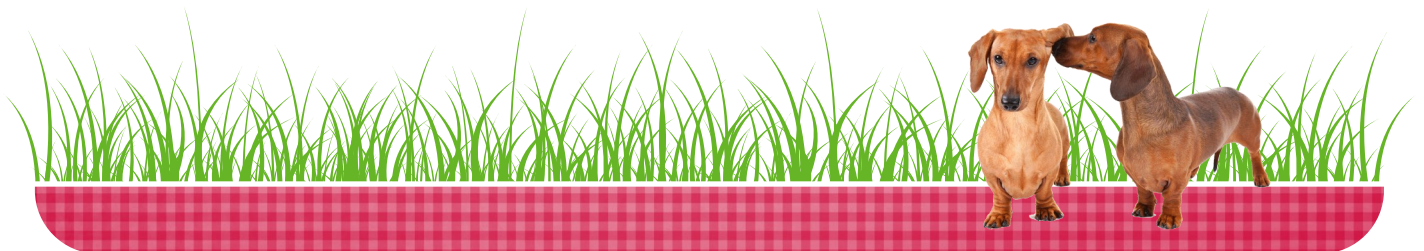
Each victim of abuse, neglect, or exploitation will respond differently, however, there are certain physical and behavior indicators that have been correlated with abusive situations and environments. Any sudden change in physical, behavioral, financial status of someone with a disability needs to be reported immediately to a Home Supervisor, Program Coordinator, and a Home Manager immediately.

Physical Signs of Abuse:

- Unexplained injuries which may include burns, cuts, scars, bruising, finger imprints, missing teeth, balding, eye injuries, broken bones, etc.)
- Over sedation
- Stained, torn, or missing clothes
- Incontinence in a previously toilet trained individual
- Painful urination and/ or frequent urinary tract infections
- Bleeding from ears, nose, or mouth
- Eye injuries (bruising, detached retinas)
- Vaginal and/or rectal bleeding
- Unexplained pregnancy or sexually transmitted disease

Physical Signs of Neglect:

- Dehydration
- Poor or improper hygiene
- Poor grooming (overgrown fingernails, toenails, uncut and/or matted hair, unshaven facial hair, body crevices caked with dirt)
- Malnourishment or weight loss
- A smell of urine or feces on the person
- Clutter, filth, or bad smell in home
- Improper sleeping, cooking, or bathing arrangements
- Isolation
- Infestations (e.g., lice, fleas, roaches, rodents)
- Poor skin condition or skin breakdown (rashes, bedsores, or open wounds)
- Lack of necessary adaptive aids (glasses, hearing aids, leg braces, walkers)
- Improper medication management
- Needed medical or dental care
- Lack of appropriate or adequate supervision



Behavioral Signs of Abuse:

- Changes in the way affection is shown especially if unusual or inappropriate
- Suddenly fears being touched
- Sudden onset of nightmares
- Changes in sleep patterns or difficulty sleeping
- Sudden regression to childlike behaviors (i.e., bedwetting, thumb-sucking)
- Sudden unusual interest or knowledge of sexual matters (including excessive masturbation)
- Cruelty to animals
- Sudden fear of bathing or toileting
- Sudden fear of person or place
- Depression, withdrawal, mood-swings

Signs and Symptoms of Exploitation:

- Sudden decrease of bank account balances
- Unexplained disappearance of money or valuable possessions
- Sudden problems paying bills or buy groceries
- Lack of money early in the month (when disability or other types of government benefits are paid)
- Unpaid bills

How can abuse be prevented?

- Know the warning signs
- Ask lots of questions
- Develop and increase the individual's circle of support
- Referring the individual to community resources, health care, and social services

What to do if you suspect abuse, neglect, or exploitation?

- Listen and affirm if the person is verbal
- Complete an incident report
- Report to Home Supervisor, Program Coordinator immediately.
- Contact police
- Contact Recipient Rights

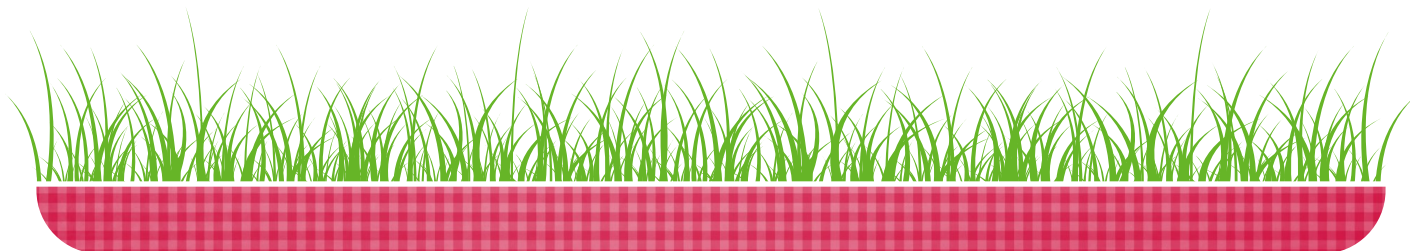
People with disabilities are at more risk for abuse, neglect, and exploitation due to being non-verbal, socially isolated, economically dependent on someone to make all of their financial decisions. In our homes, it is important to learn to spot and report any changes in residents when it comes to their physical, emotional, behavioral, and/ or financial status. If you have any questions regarding this topic or suspect any sign of abuse, please immediately report to the Home Supervisor, Program Coordinator, or Program Manager. For more information visit the LARA website at Michigan.gov/mdhhs or call If you suspect abuse, neglect, or exploitation, call **855-444-3911** any time day or night to make a report. Staff will investigate allegations within 24 hours after the report is received.

Sources:

<https://www.michigan.gov/mdhhs>

<https://www.specialneedsalliance.org/blog/recognizing-and-preventing-abuse-neglect-and-exploitation-of-individuals-with-disabilities-and-older-adults/>

http://www.collegeofdirectsupport.com/Content/Sertoma/images/Abuse_Disabil%20Information.pdf





Watermelon Ice

Ingredients:

- Watermelon
- Water, sparkling water, seltzer water, lemon-lime soda or lemonade

Instructions:

- 1) Cut watermelon into small cubes. Lay in a single layer on a baking sheet and place in the freezer. Once frozen, store in a freezer safe zip-top bag.
- 2) Fill a glass with the watermelon ice and pour your favorite beverage over.

Source:

Adapted from the Rachael Ray Show



Watermelon Pizza

This watermelon pizza will quench your thirst, is loaded with electrolytes, has some added protein from the yogurt, and topped with vitamin-rich fruit.

It also comes together in less than 10 minutes! Serve this watermelon pizza at your next picnic, or serve it up for a healthy dessert.



Ingredients:

- 1 Watermelon
- 1 cup coconut yogurt (or Greek yogurt for non-vegan)
- 1/2 cup strawberries, sliced in half
- 1/2 cup raspberries
- 1/2 cup cherries
- 1/2 cup blueberries
- 1/2 cup pomegranate seeds
- Honey or maple syrup (optional)

Instructions:

- 1) Using a sharp knife, cut off a slice of watermelon right down the middle about 2-3 inches thick.
- 2) Using a spatula, spread an even layer of your yogurt around the watermelon leaving a bit of empty space at the top. (where your "pizza crust" is.)
- 3) Layer your fresh fruit on top as you please. You can add a little or as many toppings as you like!
- 4) Drizzle with honey or maple syrup for a little extra sweetness, if desired.

Notes:

Use a sharp knife to cut the watermelon, to get nice even cuts.
Use any berries or fruit you love to top this watermelon pizza

Source: <https://choosingchia.com/watermelon-pizza/>
Video available on website