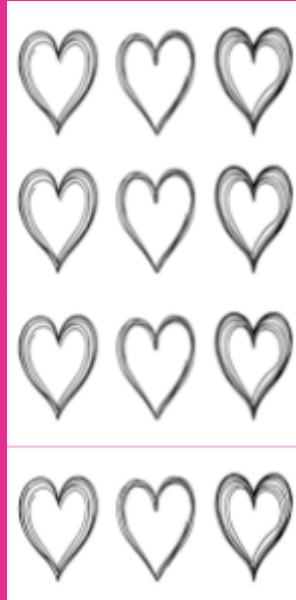


Employee Spotlight

S. COPELAND AKA NENE COPELAND



NeNe is a true standout and an invaluable member of the Genesee County team. She has earned two of the best GHS audit scores in the county! An achievement that speaks volumes about her attention to detail and commitment to excellence. NeNe consistently turns in her monthly paperwork on time (often before the due date) and can always be counted on to stay organized and accountable. NeNe also builds meaningful, positive relationships with the residents she serves. She is reliable, dependable, dedicated, trustworthy, and respectful qualities that make her a pleasure to work with.

Outside of work, NeNe enjoys cooking, traveling, shopping, watching movies, bowling, and listening to music. She loves to work hard and take great care of her family. Fun fact: her favorite color is pink! *We truly appreciate NeNe and all that she does and are grateful to have her on our team.*



SEXUAL HARASSMENT POLICY REVIEW

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 assaults
- 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 presence 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 relationships 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. Employees who feel victimized by sexual harassment are encouraged to report the harassment to their supervisor.

February Focus: Self-Love

February often reminds us to show love to others 😊, but it's also the perfect time to pause and extend that same care to ourselves. Self-love isn't about perfection or indulgence, it's about recognizing your worth, honoring your effort, and giving yourself grace on both the good days and the challenging ones.

Take a moment to acknowledge all that you do ✨. The dedication, patience, and resilience you bring to your work and your life matters more than you may realize. Whether self-love looks like *setting healthy boundaries*, taking a well-deserved break, or **simply speaking kindly to yourself**, every small act adds up.

This month, February 2026, remember you don't have to **earn** rest, appreciation, or kindness. You **deserve** them simply because you are human. **When we care for ourselves, we're better able to show up fully for others**



February Calendar Dates:

BLACK HISTORY MONTH

- Feb 1:** National Freedom Day
- Feb 2:** Groundhog Day
- Feb 6:** Pay day
- Feb 7:** National Black HIV/AIDS Awareness Day
- Feb 8:** International Epilepsy Day, Super Bowl LX
- Feb 11:** International Day of Women and Girls in Science
- Feb 12:** Lincoln's Birthday
- Feb 14:** Valentine's Day
- Feb 16:** Presidents' Day
- Feb 17:** Random Act of Kindness Day, Lunar New Year
- Feb 20:** Pay day
- Feb 20:** World Day of Social Justice

February Birthdays:



step 1

Cut a strip of baking parchment and leave to one side. To melt the dark chocolate, fill a small pan with 2 cm water and bring to a simmer. Put the chocolate in a heatproof bowl and rest it on top of the pan, ensuring the bowl isn't touching the water. Stir the chocolate to gradually melt it. Or, melt the chocolate in 20 second blasts in the microwave, stirring after each blast until melted. Put the melted chocolate in a small deep bowl.

step 2

Gently hold the strawberries by the leafy top and dip into the chocolate. Tap off any excess chocolate and put on the parchment to set. If you have any leftover chocolate, pour it onto another strip of parchment and leave it to set; it can be used again.

step 3

If you'd like to decorate the strawberries, melt the white and milk chocolate and drizzle lightly over the fruit.

Name _____

Valentine's Day Word Search



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



FEBRUARY
HEART
LOVE
FOURTEEN

CHOCOLATE
KISS
PINK
VALENTINE

CUPID
GIFT
CARD
HUG

