GRISSOM MIDDLE SCHOOL

A Blue Ribbon Exemplary School ** Home of the Grizzlies

Mr. Joseph Konal, Principal ***Mr. Anthony Viviano, Assistant Principal***

Main Office: 586-825-2560 www.wcskids.net/grissom Absence Tardy: 586-698-4543 2016-17

COMMENTS FROM THE PRINCIPAL

We are nearing the end of the first half of the 2016–2017 school year, and we are still committed to improving student achievement throughout our school. All students will be completing a comprehensive assessment to end the first semester. This may be a written test, a project, an essay or performance. The assessments will demonstrate their understanding of key concepts taught during the first and second marking periods. All students are encouraged to take the time to prepare for the assessments and to do their **Personal Best**. The second quarter report cards will be sent home on February 2. I strongly encourage parents to review these report cards with their children. Celebrate any progress that was made and / or continued high achievement. I also strongly encourage parents to work with their children to make any necessary adjustments or plans to improve in areas where grades are low. It is so important that we encourage students to strive to do their ***Personal Best.*** It is crucial that every student spends quality time at home each night practicing the skills they have learned in school. EVERY student should be reading at home each night for at least 20 to 30 minutes, whether it is reading independently or reading together as a family. This is extremely important to developing as a proficient reader. Be sure to set up a good study spot for your child to work without distractions. **It is essential that you make time for homework each night and oversee that your child completes their assignments.** Check in on your child to make sure they are doing their homework. Use the Parent Portal system to keep up-to-date on your child's grades and assignment completion. Look over their work and ask them questions about it. This will promote ongoing communication and give you an idea of the learning that is taking place. Parents are an important part of the learning team and together we can help our students to **BE THE BEST YOU CAN BE!**

Mission

Grissom Middle School is committed to education and making a difference in the lives of our students.

Vision

The Grissom community will model respectful and responsible behaviors in a safe environment where all can achieve educational growth.

The Grissom cafeteria menu is available on-line at www.wcskids.net

Our Future Depends Upon…

Student Achievement
A focus on measurable student achievement in our Professional Learning Communities.

Clear Expectations
Clear expectations for every stakeholder, including students, staff, and parents.

Strong Relationships
Strong relationships among all stakeholders, including teacher-student, parent-teacher, principal-teacher, superintendent-board member.

IMPORTANT DATES TO REMEMBER . . .

Jan. 4	School Resumes
Jan. 16	**ALL – No School – MLK Day**
Jan. 20	6-12 Half Day – Records Day & End of Q2 – Hours 4,5,6
Jan. 23	Begin Q3
Feb. 2	6-12 Q2 Report Cards Go Home
Feb. 8	Supplemental Count Day
Feb. 17	6-12 Half Day – Hours 1,2,3
Feb. 20 – Feb 24 – ALL – No School – Winter Break	
Feb. 27	School Resumes
Mar. 10	6-12 Half Day – Hours 4,5,6
Mar. 16	6-12 Half Day – Afternoon & Evening PTC – Hours 1,2,3
Mar. 31	6-12 Half Day – PM Records Day & End Q3 – Hours 1,2,3
Apr. 3 – Apr. 7 – ALL – No School –Spring Break	
Apr. 10	Begin Q4
Apr. 11	6-12 Q3 Report Cards Due at 6 p.m.
Apr. 13	6-12 Half Day – Hours 4,5,6
Apr. 14	**ALL – No School – Good Friday**
Apr. 17	School Resumes
Apr. 20	6-12 Q3 Report Cards Go Home
May 5	6-12 Half Day – Hours 1,2,3
May 26	6-12 Half Day – Hours 4,5,6
May 29	**ALL – No School – Memorial Day**
June 15	6-12 Half Day – PM Records Day & End Q4 – All Hours – Shortened Schedule

PARENT-TEACHER CONFERENCES

The year's first Parent-Teacher Conferences were held on Monday, November 21 from 5:00 to 8:00 p.m. and Tuesday, November 22 from 12:30 to 3:00 p.m. and 5:00 to 8:00 p.m. in the gym and cafeteria. More than 500 Grissom parents visited over these two days. Conferences are a time when the teacher and parent(s) can together plan strategies to insure student success. Cooperative efforts between the home and the school can give parents and teachers an opportunity to establish a basis for continued communication. The Scholastic Book Fair was held during conferences.

Mark your calendar and plan to attend spring conferences which will be held during the afternoon & evening on **Thursday, March 16, 2017**.

AMERICAN EDUCATION WEEK
WEA SELF-PORTRAIT POSTER CONTEST

Congratulations to Hanna Kim, 6th grade (Mrs. Bullis' class), Merna Baqa, 7th grade (Mrs. Flis' class) and Saif Abdulahad, 8th grade (Mr. Wilson's class) who proudly represented Grissom at the American Education Week Poster contest recognition at the Board of Education Meeting on December 7th. Thank you to the many teachers were there to support our students.

BOOSTER CLUB NEWS

The 2016-17 Grissom Booster Club is off to a great start!

<u>This year's officers are</u>:
Linda Peterlin & Chris Scott – Co–Presidents
Wendy Lambertz & April Reed – Co-Vice Presidents
Jennifer Tassell – Secretary
Judy Berlucchi & Maisha Parham – Co-Treasurers

Fundraising topics are being discussed as well as options for a Grissom school store and concessions at home games. Parent volunteers are needed. If you would like to help out, please contact Linda Peterlin (mail to LPeterlin@hotmailcom).

As a reminder, you don't have to be a member to attend a Booster Club meeting…just show up! If you would like to join, dues are only $5 per year. Forms are available in the school office.

All meetings at are held at 7:00 p.m. in the Media Center on: Please mark your calendar with the remaining meeting dates for this school year.

February 2, 2017
March 2, 2017
~~April 6, 2017~~ - *Cancelled*
May 4, 2017

BOOK FAIR

Mr. Andrew Rybarczyk, Grissom's Media Specialist, would like to thank all of the students, parents, and teachers that participated in our 2016 Fall Book Fair. "You all contributed to the success of our fair. As a reward for the success of our book fair, we have been able to distribute 288 free books to randomly selected students through our Lucky Locker program!"

TEACHER CONTACT

Following is a list of teachers' prep periods. If you need to contact a teacher during one of these times, please contact the office at 586-825-2560. The teacher's extension is listed below. E-mail addresses are available on the Grissom website at www.wcskids.net

Teacher	Prep Time	Extension
Abella, Karen	12:42- 1:42	26207
Anderson, Art	11:04-12:38	26209
Bahri, Munther	1:46- 2:46	26111
Bullis, Mary	1:46- 2:46	26313
Byrnes, Eileen	1:46- 2:46	26301
Carpenter, Stephanie	12:42- 1:42	26219
Coffin, Tonya	1:46- 2:46	26206
Dailey, Patrick	8:56- 9:56	26218
Delicato, Bob	8:56- 9:56	26217
Flis, Susan	10:00-11:00	26311
Fox, Cara	11:04-12:38	26110
Garwood, Jennifer	7:51- 8:52	26208
Gottschalk, Julie	1:46- 2:46	26216
Gray, Karen	7:51- 8:52	26308
Gurney, Mike	10:00-11:00	26215
Haffner, Holly	11:04-12:38	26109
Halsig,Tracey	8:56- 9:56	26201
Hedglin, Thena	10:00-11:00	26205
Hirchberger, Irina	12:42- 1:42	26213

Teacher	Prep Time	Extension
Kaminski, Micki	12:42- 1:42	26310
Kareem, Tina	N/A	26401
Lipe, Lindsey	10:00-11:00	26211
McLean, Danielle	1:46- 2:46	26672
Nance, Wilda	8:56- 9:56	26212
O'Green, Steve	12:42- 1:42	26405
Piccalo, John	1:46- 2:46	26407
Rayshouny, Tarek	11:04-12:38	26202
Reibling, Holly	7:51- 8:52	26309
Rovner, Amy	7:51- 8:52	26304
Rybarczyk, Andrew	8:56- 9:56	26102
Searle, Yvette	12:42- 1:42	26312
Silk, Brian	7:51- 8:52	26305
Tash, Laura	7:51- 8:52	26306
Tesch, Debbie	11:04-12:38	26302
Wilson, Dave	8:56- 9:56	26214
Yaldo, Rawaa	11:04- 12:38	26307
Yasso, Jeanne	8:56- 9:56	26314

Extra Credit UNION
A GREATER INTEREST IN SCHOOLS

Teach your student the value of saving! Participate in "Extra Credit Union Day" at Grissom Middle School. Open a Youth Savings Account with as little as $5 to start. These accounts require no minimum balance to earn interest.

It pays to have a Savings Account with Extra Credit Union. Save with us and we'll pay you for your GOOD GRADES! A's = $2 and B's = $1. Bring your report card on Credit Union Day or to a branch location and we'll deposit your cash – you earned it!

Extra Credit Union Day takes place on the third Thursday each month during lunch from 11:00 a.m. to 12:30 p.m. on January 19, February 16, March 23, April 20 & May 18.

DRESS GUIDELINES

The following are INAPPROPRIATE AND WILL <u>NOT</u> BE ALLOWED IN SCHOOL

- Outdoor wear (coats, jackets, hats, etc.) in the classrooms, halls, and cafeteria. Coats and headwear must be kept in lockers.
- Hats, caps, scarves, or bandanas are not to be worn inside the building; they are to be kept in student lockers during the day (unless Administrator approved).
- Bare midriff tops, halters, revealing tops, muscle shirts, mesh clothing, see through clothing, blouses or shirts with string type straps or tank tops. All shirts and blouses MUST HAVE SLEEVES.
- Skirts, shorts and dresses must be mid-thigh, fingertip length or longer.
- Clothing and accessories with offensive words and symbols or accessories, alcohol or drug related sayings or symbols (including guns or tobacco products).
- Tight fitting clothing or clothing of spandex-type material. This includes YOGA PANTS, LEGGINGS, JEGGINGS, etc. unless wearing a mid-thigh or longer length top over these pants.
- Any type of cut-offs, (i.e. jerseys, sweats, or pants) that expose the body inappropriately.
- Underwear and sleepwear as outer clothing, slippers not to be worn as shoes.
- Sunglasses, unless a written prescription from a doctor is provided.
- No holes or tattered fabric in pants above the knees.
- No chains or sharp objects or exposed undergarments.
- If we see your underwear, you will be warned ONCE. Future offenses will result in disciplinary action.
- NO inappropriate words or pictures on bracelets, jewelry or accessories.
- ANY other clothing that is deemed inappropriate by the school staff.

- <u>FIRST VIOLATION OF DRESS CODE</u>
  - Opportunity to change into appropriate clothing –Grissom-wear.
  - Call home for appropriate clothing. Students will be provided with a copy of the dress guidelines violation and will be sent back to class until appropriate clothing is brought to school.
- <u>SECOND and ALL FUTURE VIOLATIONS OF DRESS CODE</u>
  - Progressive disciplinary action.

SPORTS ** ATHLETIC PHYSICALS **

Seventh and eighth grade boys and girls who plan to participate in interscholastic athletics must have a physical examination prior to participating in practices. In addition, all participants must have medical insurance. There are no exceptions.

Sports physical forms for use by the physician are available throughout the year from the school office or from the coaches. There is no charge for students to participate in sports.

One-Way Transportation

WCS will provide transportation for our athletic contests. Student athletes will be dropped off at all weekday athletic competitions. The return trip, and weekend transportation can be provided, but it is the responsibility of the team to pay these additional costs associated with using WCS buses.

Parents have the responsibility to arrange return transportation following Board Policy 8660 and Board Guidelines. Please contact one of the team coaches if you have questions regarding one-way transportation.

Middle School Athletic Pass Pricing

Family pass (2 adults and 4 children in grades 6-12 attending Warren Consolidated Schools), valid at all 5 WCS middle schools. Cost $25.00

- Middle school athletic passes only available for purchase online. Go to www.wcskids.net and click on the DEPARTMENTS tab then select ATHLETICS from the drop down menu to buy a pass.

- Athletic passes are valid at all regular season games. They are not valid at tournaments, invitationals, or state level contests (district, regional, etc.) Not all sporting events require admission charges. *Admission fee or valid athletic pass required - See list below.

Middle School Activities

Fall	Winter	Spring
Football	Basketball (Boys)*	Track (Boys & Girls)
Volleyball*	Basketball (Girls)*	

**Admission fee or valid athletic pass required*

BOYS BASKETBALL

8th Grade

Coach: Vic Kolpak, Rhody Hornovich
Managers: Nick Gojcaj, Alden Savaya

Noah Abbiss, Dobe Astayfo, Nawar Bahoo, Jon Becker, James Cheney, Himel Chowdhury, Brendon Evert, Justin Goga, Miguel Hami, Jonah Lazar, Judah Liggins, Ish Mahir, Marcus Manni, Joe Sitto, Leonard Zaia

7th Grade

Coach: Tarek Rayshouny
Manager: Khamari Curry

Ayden Djelevic, Arman Faridian, Delon Glass, Julias Habbo, Marcilio Katoula, Kevin Kekic, Anthony Kistou, Jason Lilo, Julian Potrus, Rafel Rassam, Larry Stovall, John Tomecca, George Warde, Evan Wipej, Adel Zekic

STUDENT COUNCIL – 2016-17

Advisors: Mary Bullis & Julie Gottschalk

The Grissom Student Council is off to a great start this year! This year's officers are:

Co-Presidents: George Boulos & Ivan Kalla
Vice President: Nazifa Hussain
Secretary: Jeslyn John
Treasurer: Natalie Cornish
Historians: George Hermiz & Brianna Oosterveen

Student Council Members are:

6th Grade – Dimah Al-Rishedawee, Sylvina Barash, Toni Boulos, Sarah Cornish, Elanor Denha, Mateo Gonzalez, Matalia Jarbou, Mikalah Lewis, Abby Pasinos, Dylan Poules, Alexa Shamasha, Armeen Shawka, Maressa Sobh, Sajra Terzic, Rachel Yousif
7th Grade – Nadia Begum, Jeslyn John, Dani (Danny) Nakarah, Brianna Oosterveen, Suada Seiti, Yousif Shamam, Febiola Sitto
8th Grade – Shaira Balisi, George Boulos, Natalie Cornish, Vanessa Francis, George Hermiz, Nazifa Hussain, Ivan Kalla

COMMITTING TO ATTENDANCE

It's hard to overstress the importance of your child's regular school attendance. One of your responsibilities as a parent is to get your child to school every day unless there is illness or an emergency. This is essential because your child risks poor or failing grades if not in school. Learning builds every day on what is learned the day before. This routine is interrupted when students only show up part of the time. Much research shows that students who skip school will also skip other commitments, like days of work. Thank you for your support and for committing to attendance!

ATTENDANCE

Parents must report student absences and tardies by phoning 586-698-4543 (the 24-hour school absence line) before 8:51 a.m. the day of the absence. These calls assist the office in maintaining student accountability. Students may not call themselves in. All prearranged absences of more than three days must be made by completing a "Prearranged Absence Form" from the main office. Students being excused early for doctor's appointments, etc., will be signed out in the office by a parent /guardian. Arrival after 8:11 a.m. requires a phone call or note from a parent. Students who arrive at school after 8:11 a.m. are considered absent and must bring in a note, or parents must call in, to verify their absence.

I'M HERE TO PICK UP…

Parents – If you are sending someone to pick up your child, other than yourself or persons listed on the emergency card (i.e., an aunt, or neighbor), please call the school or send a note with your signature on it. We must make parental contact before releasing your child to anyone, including a sibling, not listed on your child's emergency card. Please remember to sign your student out on the sheet provided in the main office.

USE OF SCHOOL TELEPHONE

If a student has left important materials/homework at home, the classroom teacher may allow the student to call from the classroom. Students may pick up the items from the main office. The office does not call for or deliver items to students. It is the responsibility of the student to remember to bring these items to school. The office phone may be used in the event a student has to call home for a forgotten lunch or lunch money. If a student is feeling ill, he/she must obtain a pass from the teacher and report to the Counseling Center.

RIDING THE BUS

Due to a continued growing enrollment, our buses are filled to capacity. Therefore, to ensure safety, students may not ride a different bus to or from school, even with parents' permission. Any exception requires 24-hour notice with a signed parent note to be approved and signed by the principal.

YEARBOOK SALES

Only one book captures the year's incredible events and experiences at Grissom Middle School – your 2016-17 yearbook. It is the only place to find the friends, fun, favorite teachers, games, art, music and everything in-between. You can make the yearbook even more special. With all the great options we have this year, like icons, students will be sure to find a way to make the yearbook theirs. To reserve your copy using a debit or credit card, please visit www.jostensyearbooks.com and follow the directions to our school. To pay by check or money order, please fill out the form (available in the school office), attach your payment payable to Grissom Middle School and return it to Ms. Rovner in room 304. The 2015-16 yearbook was a complete sellout, so please order early to make sure your student gets a copy. Yearbooks start at $25. Deadline for orders is February 10, 2017.

TRAFFIC CONTROL

Please drop off and pick up students in the back of the building ONLY. For the safety of all students, and a smooth entry and exit from the building, please **do not drop off students in the circle drive or along the curb on the south side of the building**. Buses drop off students in the circle drive before school. Do not park in the circle drive at 2:15 p.m. or later. Buses must use the circle drive for student pick up at dismissal. We will have staff in and around the building at dismissal to give clear directions. Please give our staff the courtesy of following directions and help us in the smooth and safe flow of cars and students.

SAFETY FIRST

There are traffic signals to allow Grissom students to safely cross Ryan Road in front of the school. The Sterling Heights Police Department has an adult crossing guard at this location before and after school. Students must obey the instructions of the crossing guard even though the lights are in place. If your student walks to school from south of 15 Mile, please inform your student to cross with the light at 15 Mile and Ryan as there is no crossing guard at that intersection. The walk signal can be activated by pushing a button. Be sure that your children understand that this may take a few moments and that they must wait for the "Walk" signal to be activated before crossing the street.

CAFETERIA NEWS

Please see the monthly menu, online, for lunch selections. Visit the Grissom website at www.wcskids.net/grissom and click on the Lunch Menu tab along the left side of the home page to open this link. A full lunch for middle school students is $3.00. A complete lunch consists of one entrée, up to two sides, and choice of milk. All students receiving a meal, regardless of their meal status, must select a fruit or vegetable. Breakfast is available for $1.75 every morning at 7:25 a.m. Students may also bring a bag lunch and purchase chocolate or white milk for .60 cents. Other a-la-carte items are also available for individual purchase.

Remember that students do not go home or go out for lunch. Students are expected to have lunch in our cafeteria.

SendMoneyToSchool.com allows parents to gain access to the activity of their child's Nutrition Services account. There is no minimum requirement to make deposits online and the fees have been eliminated. This service is now FREE to all parents. **Deposits can be made at school with CASH ONLY.**

Simply go to www.sendmoneytoschool.com to set up your account.

FREE AND REDUCED LUNCH

If you find yourself in a financial challenge, your student(s) may qualify for free or reduced lunch. Please complete an application for this service.

The fast and easy way to process your meal application is to do it on line at www.lunchapp.com. You will receive a response within days verses weeks. Paper applications are still available at your school.

LOCKS AND LOCKERS

Each student is assigned a hall locker for books, supplies, and clothing. Locks are built into the locker. Combinations are rotated yearly. Students must use assigned lockers only. Sharing or switching lockers is prohibited. Please remember that lockers are small, only 9½" wide by 9½" deep. We advise parents and students that the administration may authorize school personnel to search any and all lockers or storage spaces if, in their judgment, circumstances so warrant. When it is possible to do so, the student will be advised and present at the time of the search. Lockers are the property of Warren Consolidated Schools and are loaned to students for their use in storing personal belongings and articles of clothing necessary to the legitimate needs of students and the instructional program. Students are expected to keep all lockers and storage spaces clean and neat.

DIRECTORY FORMATION

Directory information may be made available to the public or news media. Student directory information can include a student's name, address, telephone, email address, photograph, date and place of birth, major field of study, dates of attendance, grade, participation in officially recognized activities and sports, weight and height of members of athletic teams, degrees, honors and awards received, the most recent educational agency/institution attended or student ID, user ID or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. A student's SSN, in whole or part, cannot be used for this purpose. Directory information is often used in newspapers and other publications when highlighting school activities, student achievements, honors and awards. If you do not want WCS to disclose directory information from your child's education records without your prior written consent, you must notify the District in writing by the end of the second week of the school year.

GRISSOM SCHOOL-WIDE TITLE I SCHOOL

Grissom is a school-wide Title I school. By achieving this status, Grissom will continue to receive money from the federal government that will benefit the entire student population. The money we receive is used for programs and supplies that will increase student achievement.

IN COMPLIANCE WITH FEDERAL LAW

Under Federal law, you as parents may request the following specific information about the professional qualifications of your children's teachers:

1. Whether the teacher has met the state qualifications/licensing for their grade level/subjects.
2. Whether the teacher is on a temporary permit or waiver.
3. The teacher's majors, graduate certificates/degrees, and discipline fields
4. Paraprofessional services and qualifications.

For further information, please call Joseph Konal at 586-698-4310.

WCS STUDENT GRIEVANCE PROCEDURES

Report to your counselor or to another staff member at the school, if you believe that you have been discriminated against, or not allowed to participate in any academic, sports, social program or activity in or at your school, or the district, because of your race, color, religion, national origin or ancestry, language, gender, age, disability, height, weight, or marital status

Your rights as an individual are safeguarded by the laws of the federal and state government and the district's policies and procedures. Follow these steps:

1. Contact your counselor or another staff member immediately. Be prepared with the following information; it is critical that you be as specific as possible.
    - Date and time of the incident.
    - What took place and what was said?
    - Names of any persons who were witness to the incident. Witnesses are not required to report a complaint.
2. Your concern will be investigated and resolved by the appropriate building or central office administrator within 10 school days of your report.
3. If you are not satisfied with the results of the investigation, you may appeal to the school district Civil Rights Coordinator, Ellanore Evans, Executive Director of Employee Services.

Confidentiality: Every reasonable effort will be made to maintain your confidentiality during the investigation process. However, a proper investigation will, in some circumstances, require the disclosure of names and allegations. You will be appropriately notified when the investigation has been completed.

WCS CIVIL RIGHTS COMPLIANCE AND ASSURANCE OFFICERS

The individuals listed below assume responsibilities for assuring compliance with the Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Title II of the American Disability Act of 1990, Section 504 of the Rehabilitation Act of 1973, and Age Discrimination Act of 1975, as noted:

- Civil Rights Compliance Coordinator for Title VI, Title IX, and Age Discrimination: Ellanore Evans, Executive Director of Employee Services;
- Section 504 Compliance Officer: Wyman Lare, Director of Student Affairs; and,
- Title II Americans with Disabilities Compliance Officer: Ellanore Evans, Executive Director of Employee Services.

WCS COMPLIANCE STATEMENT

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disability Act of 1990, and the Elliott Larsen Civil Rights Act of 1977, it is the policy of the Warren Consolidated School District that no person shall, on the basis of race, color, religion, national origin or ancestry, gender, age, disability, height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or in employment. Inquiries should be addressed to the Executive Director of Employee Services, 31300 Anita, Warren, MI 48093. (586) 825-2400, ext. 64110

W A R R E N C O N S O L I D A T E D S C H O O L S
31300 Anita | Warren, Michigan 48093 | 888-4WCS-KIDS | www.wcskids.net

Student Achievement	**Clear Expectations**	**Strong Relationships**
A focus on measurable student achievement in our Professional Learning Communities.	*Clear expectations for every stakeholder, including students, staff and parents.*	*Strong relationships among all stakeholders, including: teacher-student, parent-teacher, principal-teacher, and superintendent-board member.*
2016-17 Board of Education Susan G. Trombley, President Megan E. Papasian-Broadwell, Vice President I. Susan Kattula, Secretary Brian White, Treasurer Benjamin I. Lazarus, Trustee Elaine G. Martin, Trustee Kaitlynn Schwab, Trustee Dr. Robert D. Livernois, Superintendent		In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disability Act of 1990, and the Elliott-Larsen Civil Rights Act of 1977, it is the policy of the Warren Consolidated Schools that no person shall, on the basis of race, color, religion, national origin or ancestry, gender, age, disability, age, height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or in employment. Inquiries should be addressed to the Chief Human Resource Officer, 31300 Anita, Warren, Michigan 48093, (586) 825-2400, ext 63110.