



Andy Beshear
GOVERNOR

CABINET FOR HEALTH AND FAMILY SERVICES
OFFICE OF INSPECTOR GENERAL

Eric Friedlander
SECRETARY

Melissa A. Moore, Director
Division of Regulated Child Care
Northern Branch
908 W. Broadway, 10-W
Louisville, KY 40203

Adam Mather
INSPECTOR GENERAL

Phone: (502) 595-5781 Fax: (502) 595-5773
<https://chfs.ky.gov/agencies/os/oig>

Inspection Report

Provider Name: Young NonProfit Foundation	Provider Information	CLR No: L383592
Provider Address: 9811 Merioneth Drive, Louisville, KY, 40299	Provider Type: LICENSED TYPE I	Capacity: 51(Bldg 1: 49)
Owner(s): Young NonProfit Foundation, Inc.		Director(s): Young, Jacque DeShay

Inspection Type: Investigation	Inspection Information	Inspection No: 291790
Date Initiated: 10/22/2019 8:30 AM	Date Concluded: 11/01/2019 3:00 PM	
	No. of Children Present: 12	

Inspection Report	
Supervision	Discussed
Staffing Requirements	In Compliance

Inspection Report

General Administration

Not In Compliance

165 - Cooperate with state agency

Not In Compliance

922 KAR 2:090. Section 6. License Issuance.

(8) To qualify for a preliminary license, or maintain a regular license, a child-care center shall:

(f) Cooperate with the cabinet, the cabinet's designee, or another agency with regulatory authority during:

- 1. An investigation of an alleged complaint, including an allegation of child abuse or neglect pursuant to KRS 620.030(4); and
- 2. Unannounced inspections;

Findings:

The child care center failed to fully cooperate with the state agency during an inspection or investigation.

On 10/22/19, the Division of Regulated Child Care (DRCC) visited the child care center. During the course of an interview regarding thermostats, the staff-in-charge disclosed that he/she knew who the person was who complained to DRCC, and he/she was considering firing that employee. The surveyor advised that his/her report would memorialize his/her statement regarding termination of an employee who have filed a complaint.

On 11/1/19, DRCC visited the child center and interviewed the staff-in-charge once again. During the interview, the staff-in-charge disclosed that he/she never threatened retaliation against any employee of the child care center for initiating investigations against the child care center. The staff-in-charge disclosed that he/she contacted the DRCC with regard to employees filing false allegations against the child care center. The staff-in-charge disclosed that he/she discussed how to protect the child care center against false allegations from staff members who are disgruntled. The staff-in-charge specifically named two (2) staff members as being disgruntled employees.

The staff-in-charge disclosed that he/she was on the telephone with the DRCC, explaining that it is not right for staff members to call the state because they are "emotionally wounded." Furthermore, the staff-in-charge disclosed that he/she stated to DRCC that he/she wanted to know "who did this." Furthermore, the staff-in-charge disclosed that he/she was either in her office or he/she was in the hallway of the child care center when speaking to DRCC. Moreover, the staff-in-charge disclosed that staff members are always attempting to eavesdrop on his/her conversations when in the privacy of the manager's office. Finally, the staff-in-charge disclosed that his/her words "I want to know who did this" were verbatim.

The surveyor followed up by asking the staff-in-charge if he/she could understand how a staff member could interpret her words "I want to know who did this" as a threat against their employment, including termination or reprimand/demotion of some sort. The staff-in-charge then replied differently than the verbatim he/she acknowledged as "I want to know who did this." The staff-in-charge changed his/her description of the conversation with DRCC to he/she wanted to know who did this in order to explain to the complainant how unfair it is to DRCC and the child care center to take time to investigate false allegations.

In addition, a former employee interviewed by DRCC disclosed that he/she was made aware that the staff-in-charge had threatened staff members after DRCC visited the child care center on 10/22/23. The former employee disclosed on 10/23/19 the staff-in-charge apologized in the child care center group text. The copy of the text reads, "i'm sorry I lost my temper. it make me so upset when people are trying to take away what I have built. I provide for over 27 families that is a lot to carry, and I get sooo upset when someone tries to take away they way people are paying their bills. it's not right no matter "who it is".

Base on the totality of the above-mentioned events, the child care center failed to fully cooperate with the state agency during an inspection or investigation by attempting to intimidate employees who may have wanted to exercise their right to raise concerns about possible regulatory violations within the child care center.

Premises

In Compliance

Signature of Provider/Representative

Title

Date