

GRAND RAPIDS COMMUNITY COLLEGE

AGENDA OF BOARD OF TRUSTEES



**MONDAY, AUGUST 18, 2025
4:15 PM
BOARD CHAMBERS
143 BOSTWICK NE
GRAND RAPIDS, MI**

GRAND RAPIDS COMMUNITY COLLEGE BOARD OF TRUSTEES



Brandy Lovelady Mitchell, Ed.D.
Chairperson
2026



Kathleen Bruinsma, J.D.
Vice Chairperson
2028



Sheryl Siegel, B.A.
Treasurer
2030



Daniel Williams, Ed.D.
Secretary
2026



Kenyatta Brame, J.D.
Trustee
2028



Salvador Lopez, M.S.
Trustee
2028



Micah Perkins, M.B.A.
Trustee
2030



Steven J. Triezenberg, Ph.D.
Interim President

Minutes of this and all proceedings of the board may be obtained in the office of the Board of Trustees;
GRCC DeVos Campus, Administration Building, Room 202; 415 Fulton St. E; Grand Rapids, MI 49503; Phone (616) 234-3901.

**GRAND RAPIDS COMMUNITY COLLEGE
REGULAR BOARD OF TRUSTEES MEETING
MONDAY, AUGUST 18, 2025**

ORDER OF BUSINESS

I. Call to Order

- A. Call to Order
- B. Introduction of Guests

II. Board Business

- A. Review and Approval of Agenda to include additions, deletions, or corrections.
- B. Open Comments *(limited to comments specifically related to today's board agenda)*
- C. Consent Items *(These items will be adopted as a group without specific discussion. Recommended that the following items be approved as presented.)*
 - Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
 - Minutes from June 9, 2025 budget work session and regular meeting
 - Minutes from the June 17, 2025 work session
 - Minutes from the August 7, 2025 retreat
- D. Action Items
 - 1. Purchases over \$100,000
 - 2. Board Asset Protection Policy (tabled motion)
 - 3. Approval of Proposed Faculty Association Contract

III. Reports

- A. President's Report
 - 1. Monitoring Reports
 - 2. Institutional Reports
 - 3. Finance Update
- B. Faculty Association Report
- C. Board Chair Report

IV. Community Connections

- A. Communications to the Board

V. Open Comment *(Faculty, staff, students, and the Public are invited to address the Board on any matter.)*

VI. Final Board Comments

VII. Adjournment

Next Meeting of the Board:

- September 15, 2025 Board Regular Meeting 4:15 pm
- October 20, 2025 Board Work Session 12:30 pm
- October 20, 2025 Board Regular Meeting 4:15 pm

AGENDA

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- B. Introduction of Guests

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 - Minutes from the June 17, 2025 work session
 - Minutes from the August 7, 2025 retreat

The following new grants were awarded between July 1 and August 1, 2025

Grants Awarded	
Project Description	Amount
GRCC received a continuation grant from the U.S. Department of Education to continue the TRIO Student Support Services (Traditional) project, which provides academic support for 475 low-income, first generation students.	\$479,811
GRCC received a continuation grant from the U.S. Department of Education to continue the TRIO Student Support Services (STEM) project, which provides academic support for 120 low-income, first generation students in STEM majors.	\$272,364
GRCC's received a grant from the National Science Foundation's Applied Technical Education program for the AI Certification Enhancement Project, which was designed to update our Artificial Intelligence (AI) Certificate program by aligning the curriculum with the specialized AI needs of West Michigan's high-demand industries. Activities will include the development of educational materials via enhancements based on employer input to two of the courses that currently comprise the certificate curriculum, and the creation of four new courses, including a capstone class in which students gain work experience through the novel application of AI to a real-world industry problem.	\$438,685
GRCC received a continuation grant from the Area Agency on Aging West Michigan through the Older Americans Act to provide senior wellness and fitness classes.	\$9,900
GRCC received a continuation grant from the Area Agency on Aging West Michigan through the Kent County Senior Millage to provide senior wellness and fitness classes.	\$17,700
GRCC received a continuation award to participate in the Metallica Scholars Initiative for 2025-26. Funds are used for tuition support for students.	\$5,000

GRCC Employees on the Move from June 1, 2025 to July 31, 2025

New Hire(s):

Loanna Abreu Perez

Assistant Professor, Center for Counseling & Wellbeing

Effective Date: June 2, 2025

Tyrice Fizer

Police Officer, GRCC Police

Effective Date: June 9, 2025

D'Wayne Jenkins

Dean of Student Success, Student Retention

Effective Date: June 9, 2025

Gerald Heemstra

Finance Analyst, Job Training

Effective Date: June 9, 2025

Lacey Buycks

Support Professional, Advising & Student Support

Effective Date: June 16, 2025

Mariah Sheldon

Director of Talent Development, Human Resources

Effective Date: June 23, 2025

Ross Kuiper

Enterprise programmer/Analyst, Enterprise Applications

Effective Date: June 23, 2025

John Globoker

Vice President of Finance and Administration

Effective Date: June 30, 2025

Zack Kowalski

Assistant Professor, Academic Advising & Transfer Center

Effective Date: June 30, 2025

Kelly Dillon

Assistant Professor, Center for Counseling & Wellbeing

Effective Date: June 30, 2025

Yasmen Wells

Marketing Specialist, Marketing & Communications

Effective Date: July 7, 2025

Andrew Rolls

Assistant Director, Ford Field House Operations, Ford Fieldhouse

Effective Date: July 7, 2025

Katie Pappas

Director of Early Childhood Learning Lab

Effective Date: July 7, 2025

Rehire(s):**Ana Drown**

Student Navigator - K-12 Partnership

Effective Date: June 2, 2025

Walter Tett

Police Officer, GRCC Police

Effective Date: June 30, 2025

Thomas Dreyer

Technical Specialist, Financial Aid

Effective Date: July 21, 2025

Transfer(s)**Dan Sullivan**

Transfer To: Tutorial Coordinator, Academic Supp & Tutoring Svs

Transfer From: Interim, Associate Dean of STEM, STEM

Effective Date: June 2, 2025

James Hanafin

Transfer To: GRCC Police Dispatcher, GRCC Police

Transfer From: Building Manager, Maintenance

Effective Date: June 9, 2025

David Lovell

Transfer To: Assoc Dir of Institutional Research

Transfer From: Interim Dean Student Success, Student Retention

Effective Date: June 9, 2025

Thomas Vos

Transfer To: Interim Associate Director of Facilities

Transfer From: Building Manager, Maintenance

Effective Date: June 11, 2025

Grant Snider

Transfer To: Associate Dean of STEM

Transfer From: Associate Dean of Liberal Arts

Effective Date: June 16, 2025

Jonathan Marshall

Transfer To: Interim Associate Dean of Liberal Arts

Transfer From: Assistant Professor, Music

Effective Date: June 16, 2025

Todd Hurley

Transfer To: Controller, Accounting/Budgets

Transfer From: Interim VP Finance & Administration

Effective Date: June 30, 2025

Jenna Castle

Transfer To: Assistant Director & Preschool Instructor, Early Childhood Learning Lab

Transfer From: Interim, Director of Early Childhood Learning Lab

Effective Date: July 7, 2025

Separation(s)**Michelle Benites**

GRCC Police Dispatcher, GRCC Police

Effective Date: June 4, 2025

Jenna Mencarelli

Alumni Relations Manager, College Advancement

Effective Date: June 7, 2025

Patrick Baldrige

Associate Director of Facilities

Effective Date: June 14, 2025

Christina Meade

Support Professional, Training Solutions

Effective Date: June 14, 2025

Natalie Busch

Assistant Professor, Nursing Program

Effective Date: June 14, 2025

Sydnee Poortenga

Nursing Student Intake Specialist, Nursing Program

Effective Date: June 19, 2025

Miguel Espinoza

Support Professional, Lakeshore

Effective Date: June 21, 2025

Geoff Peck

Assistant Professor, English
Effective Date: June 28, 2025

Kenneth Culajay

Support Professional, Dental Auxiliary
Effective Date: July 1, 2025

Rita Devries

Support Professional, Early Childhood Learning Lab
Effective Date: July 12, 2025

Retirement(s)**Jennifer Borrello**

Professor, Mathematics
Effective Date: June 27, 2025

Jeffrey Spoelman

Professor, Business
Effective Date: July 1, 2025

Janis Qualls

Support Professional, Biological Science
Effective Date: July 4, 2025

Financial Transactions
(July 1-31, 2025)

1. Purchases \$25,000-\$100,000
a. General Fund

- 1) Purchase order issued to provide payment for On Demand Peoplesoft training.
Requestor: David Dick – Information Technology
Expenditure: \$31,769.00 (2271-11)
Disposition: New Purchase
Supplier: SpearMC Management Consulting
Pleasanton, CA
Source of Funds: General Fund
Bid: Yes, RFP #2425-6171
- 2) Purchase order issued to provide payment for Nursing Central Software for Fall, Winter, and Summer semester.
Requestor: Jeff VanderVeen – Information Technology
Expenditure: \$30,713.40 (2311-11)
Disposition: Renewal Purchase
Supplier: Unbound Medicine
Charlottesville, VA
Source of Funds: General Fund
Bid: No, Sole Source
- 3) Purchase order issued to provide payment for 64 dental hygiene kits for Fall semester.
Requestor: Jamie Klap – Dental Program Director
Expenditure: \$25,900.34 (2311-11)
Disposition: New Purchase
Supplier: Hu Friedy Mfg
Chicago, IL
Source of Funds: General Fund
Bid: No, Sole Source
- 4) Purchase order issued to provide payment for a 2024 Ford Mustang Mach-E (donation from the Tassell Wisner Bottrell Foundation) for Automotive Repair program.
Requestor: John VanElst – M-TEC
Expenditure: \$39,290.00 (2821-11)
Disposition: New Purchase
Supplier: Tony Betten Ford
Grand Rapids, MI
Source of Funds: General Fund
Bid: No, Single Source

b. Other Special Funds

1) Purchase order issued to provide payment for 21 Mac Studio with 4-year warranty for Music Department.

Requestor: Jeff VanderVeen – Information Technology
Expenditure: \$41,328.00 (2822-42-GENPC)
Disposition: Replacement Purchase
Supplier: Apple Inc
Austin, TX
Source of Funds: Plant Fund
Bid: No, Sole Source

2) Purchase order issued to provide payment for replacement 2 vehicles for the police academy program.

Requestor: Robert Peters – Criminal Justices
Expenditure: \$92,434.00 (2821-51-BYRNE)
Disposition: Replacement Purchase
Supplier: LaFontaine CDJR
Lansing, MI
Source of Funds: Grants
Bid: Yes, MiDeal #240000001206

3) Purchase order issued to provide payment for 2025 Ford SUV Police Package for the Police Academy.

Requestor: Robert Peters – Criminal Justices
Expenditure: \$46,895.00 (2821-51-BYRNE)
Disposition: New Purchase
Supplier: Gorno Ford
Woodhaven, MI
Source of Funds: Grants
Bid: Yes, MiDeal #MA240000001193

ACCOUNTS:

KEY:

11 – General Fund
14 – Auxiliary Fund
15 – Designated Fund
42 – Bonds, Plant Fund
51 – Grants
91 – Agency Funds

* MBE
** WBE
*** M/WBE
**** MLBE
*****VET
- Non Responsive Bid
NTE - Not to exceed

Sole Source: A single supplier that controls the supply of products or services in a defined market. Typically the product of market conditions such as: technology leadership, patent protection, limited or exclusive distributorship, etc.

Single Source: Supplier selection is determined by objective business decisions such as: leveraged volume purchase contracts, standardization programs, OEM (original equipment manufacturer) parts/service, just in time delivery requirements, etc.

GRAND RAPIDS COMMUNITY COLLEGE
2024-2025 GENERAL OPERATING FUND BUDGET REPORT
FOR THE PERIOD ENDED JUNE 30, 2025

GENERAL OPERATING	ADOPTED BUDGET	2024/2025 ACTUAL 6/30/2025	PERCENTAGE
REVENUE:			
TUITION	45,407,000	45,245,167	99.64%
FEES	7,325,000	7,762,834	105.98%
PROPERTY TAX	44,424,000	44,935,849	101.15%
STATE AID	34,615,000	36,724,077	106.09%
INTEREST	1,000,000	1,864,522	186.45%
MISCELLANEOUS	1,785,000	1,866,379	104.56%
TOTAL REVENUE	134,556,000	138,398,828	102.86%
EXPENSE:			
SALARIES:			
INSTRUCTION	33,125,000	32,576,847	98.35%
COUNSELING	2,280,000	2,204,077	96.67%
LIBRARIAN	650,000	590,886	90.91%
ADMINISTRATION	6,280,000	6,180,744	98.42%
ADMINISTRATIVE SUPPORT	1,380,000	1,350,835	97.89%
TECHNICAL SUPPORT	10,920,000	10,295,672	94.28%
OFFICE PERSONNEL	5,350,000	4,855,188	90.75%
BLDG OPERATIONS	5,110,000	4,882,949	95.56%
STUDENT ASSISTANT	1,387,000	1,119,058	80.68%
EST SAVINGS ON OPEN POSITIONS	(500,000)	0	
TOTAL SALARIES	65,982,000	64,056,256	97.08%
NON-SALARY:			
FRINGE BENEFITS	39,258,000	38,143,133	97.16%
CONTRACTED SERVICE	6,003,933	5,569,179	92.76%
SUPPLIES & REPAIRS	5,541,018	5,425,381	97.91%
UTILITIES & RENT	4,804,700	3,800,764	79.11%
TRANSFERS	8,831,191	17,282,638	195.70%
OTHER COSTS	3,259,594	2,796,159	85.78%
EQUIPMENT	707,863	548,952	77.55%
GASB 101 RESTATEMENT	278,000	666,122	239.61%
EST SAVINGS ON CONTROLLABLES	(500,000)		
TOTAL NON-SALARY	68,184,299	74,232,328	108.87%
TOTAL EXPENSE	134,166,299	138,288,584	103.07%
NET REVENUE (EXPENSE)	389,701	110,244	

GRAND RAPIDS COMMUNITY COLLEGE
2024 - 2025 DESIGNATED FUND BUDGET REPORT
FOR PERIOD ENDING JUNE 30, 2025

	2024 - 2025		
DESIGNATED	ADOPTED BUDGET	ACTUAL 6/30/25	PERCENTAGE
REVENUE:			
CONTRACTED TRAINING	2,501,545	2,665,880	106.57%
OTHER MISCELLANEOUS LOCAL	1,430,125	1,384,908	96.84%
TOTAL REVENUE	3,931,670	4,050,788	103.03%
EXPENSES:			
SALARIES			
INSTRUCTION	528,860	591,448	111.83%
ADMINISTRATION	1,036,403	884,534	85.35%
TEMPORARY SUPPORT	108,600	35,248	32.46%
OFFICE PERSONNEL	17,243	17,049	98.87%
STUDENT ASSISTANTS	32,025	9,763	30.48%
TOTAL SALARIES	1,723,131	1,538,041	89.26%
NON-SALARY			
FRINGE BENEFITS	640,415	643,919	100.55%
CONTRACTED SERVICES	1,194,980	1,106,780	92.62%
SUPPLIES & REPAIRS	648,829	622,391	95.93%
UTILITIES & RENTALS	1,650	0	0.00%
CAPITAL OUTLAY	18,700	39,976	213.78%
TRANSFERS	(165,375)	(105,409)	63.74%
OTHER	57,010	79,279	139.06%
TOTAL NON-SALARY	2,396,209	2,386,936	99.61%
TOTAL EXPENSE	4,119,340	3,924,977	95.28%
NET REVENUE (EXPENSE)	(187,670)	125,810	

GRAND RAPIDS COMMUNITY COLLEGE
BUILDING & SITE FUND - GENERAL
FOR PERIOD ENDED June 30, 2025

	ADOPTED BUDGET	ACTUAL 6/30/25	PERCENTAGE
REVENUE:			
PROPERTY TAXES	12,305,000	11,798,547	95.88%
INVESTMENT INTEREST	1,300,000	2,786,879	214.38%
INVESTMENT UNREALIZED GAIN/(LOSS)	1,300,000	1,756,455	135.11%
TRANSFER FROM GENERAL FUND	8,500,000	8,500,000	100.00%
DONATIONS	630,000	314,629	49.94%
STATE (LRC RENO)	0	0	0.00%
FACILITIES FEE	1,900,000	1,911,180	100.59%
TOTAL REVENUE	25,935,000	27,067,690	104.37%
EXPENSES:			
MAINTENANCE & OTHER	11,638,000	4,310,001	37.03%
LRC RENO	4,750,000	1,249,545	26.31%
FORD REC CENTER	12,200,000	11,491,290	94.19%
ELEVATORS	3,000,000	2,073,707	69.12%
TRANSFERS TO DEBT FUND	2,910,000	2,898,253	99.60%
TOTAL EXPENSES	34,498,000	22,022,796	63.84%
NET REVENUE (EXPENSE)	(8,563,000)	5,044,893	

	Overall Budget	Proj Exp 6/30/2025	Remaining 7/1/2025
Capital Project Progress			
FORD REC CENTER PROJECT	15,000,000	(11,805,363)	3,194,637
LRC RENOVATION (NET OF MI CAPITAL OUTLAY)	18,200,000	(1,249,545)	16,950,455
COLLEGE PARK PLAZA	18,000,000	0	18,000,000

GRAND RAPIDS COMMUNITY COLLEGE
BUILDING & SITE FUND - DEBT RETIREMENT
FOR PERIOD ENDED June 30, 2025

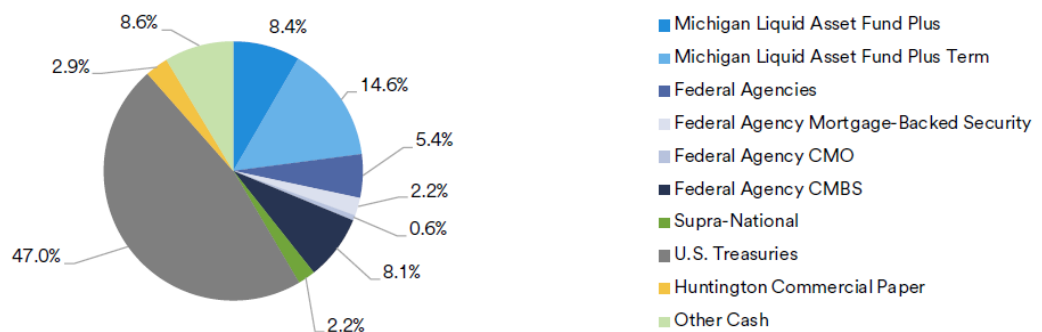
	ADOPTED BUDGET	ACTUAL 6/30/25
REVENUE:		
TRANSFER FROM PLANT - FACILITIES FEE	1,981,000	1,978,626
TRANSFER FROM PLANT - GENERAL	929,000	931,374
TOTAL REVENUE	2,910,000	2,910,000
EXPENSES:		
2019 ISSUE (2009 REFUNDING)		
PRINCIPAL	730,000	730,000
INTEREST	195,250	189,167
OTHER EXPENSE	500	500
SUBTOTAL	925,750	919,667
2020 ISSUE (2012 REFUNDING)		
PRINCIPAL	1,770,000	1,770,000
INTEREST	210,500	208,126
OTHER EXPENSE	500	500
SUBTOTAL	1,981,000	1,978,626
TOTAL EXPENSES	2,906,750	2,898,293
NET REVENUE (EXPENSE)	3,250	11,707

Aggregate Cash and Investments

Period Ended

July 31, 2025

Security Type	Market Value	% of Total
Michigan Liquid Asset Fund Plus	\$12,612,035	8.4%
Michigan Liquid Asset Fund Plus Term	\$22,000,000	14.6%
Federal Agencies	\$8,205,277	5.4%
Federal Agency Mortgage-Backed Security	\$3,380,501	2.2%
Federal Agency CMO	\$968,948	0.6%
Federal Agency CMBS	\$12,227,393	8.1%
Supra-National	\$3,309,633	2.2%
U.S. Treasuries	\$70,913,536	47.0%
Huntington Commercial Paper	\$4,356,958	2.9%
Other Cash	\$13,019,158	8.6%
Total	\$150,993,439	100.0%



The above information includes all the College's cash and investments.

D. Action Items

1. **Purchases over \$100,000 (ACTION ITEMS)**

a. **General Fund**

1) Request permission to issue purchase order for Peoplesoft enhancements to FS and CS sections for Peoplesoft.

Requestor: Jeff VanderVeen – Information Technology
Expenditure: \$117,290.00 (2271-11)
Disposition: New Purchase
Supplier: Sierra-Cedar
Alpharetta, GA
Source of Funds: General Funds
Bid: No, Sole Source

b. **Other Special Funds**

No other specials funds for July 2025.

NOTE: Below purchases were previously approved by Chairperson Lovelady-Mitchell and Interim President Triezenberg.

a. **General Fund**

1) Requested permission to issue purchase order for Student Health Clinic on Campus, 2 (8 hours) day per week.

Requestor: Vicki Janowiak – Operational Planning
Expenditure: \$130,800.00 (2271-11)
Disposition: New Purchase
Supplier: Health Bar
Grand Rapids, MI
Source of Funds: General Funds
Bid: Yes, RFP #2425-4105

b. **Other Special Funds**

1) Requested permission to issue purchase order for new (replacements) for all campuses Multi-Functional Devices.

Requestor: Paula Gleason-Zeeff – Purchasing Department
Expenditure: \$305,503.92 (2822-14)
Disposition: New Purchase
Supplier: Applied Innovation
Grand Rapids, MI
Source of Funds: Auxiliary Funds
Bid: Yes, RFP #2425-2059

ACCOUNTS:

11 – General Fund
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KEY:

* MBE
 ** WBE
 *** M/WBE
 ****MLBE
 # Non Responsive Bid
 NTE - Not to exceed

Sole Source: A single supplier that controls the supply of products or services in a defined market. Typically, the product of market conditions such as: technology leadership, patent protection, limited or exclusive distributorship, etc.

Single Source: Supplier selection is determined by objective business decisions such as: leveraged volume purchase contracts, standardization programs, OEM (original equipment manufacturer) parts/service, just in time delivery requirements, etc.

D. Action Items (continued)

2. Board Asset Protection Policy (from tabled motion)
3. Approval of Proposed Faculty Association Contract – Brett Meyer, Legal Counsel

III. Reports

- A. President's Report
 1. Monitoring Reports
 2. Institutional Reports
 3. Finance Update
- B. Faculty Association Report - None at this time.
- C. Board Chair Report

IV. Community Connections

- A. Communications to the Board – none at this time.

V. Open Comment**VI. Final Board Comments****VII. Adjournment**

GRCC EVENTS

Event: GRCC Theater Open House

Date: Tuesday, September 2, 2025

Time: 1-4 PM

Location: Spectrum Theater Lobby

Hosted by: GRCC Players

Open to the public: Yes – contact Jonathan Wheeler at (616) 234-3946

Admission: Free

Event: Spain by Jen Silverman

Date: September 11-20, 2025

Time: 7:30 PM / 3 PM on for Sunday Matinee

Location: Spectrum Theater

Hosted by: Actors' Theatre

Open to the public: Yes – contact Jonathan Wheeler at (616) 234-3946

Admission: Tickets are Pay-What-You-Want: atgr.ludus.com

Event: Sheriff's Corrections Academy Graduation

Date: Thursday, September 25, 2025

Time: 6-7 PM

Location: 168 ATC

Hosted by: Criminal Justice Department

Open to the public: Yes – contact Rachel Crapo at (616) 234-4280

Admission: Free

Vision: GRCC provides relevant educational opportunities that are responsive to the needs of the community and inspires students to meet economic, social and environmental challenges to become active participants in shaping the world of the future.

Mission: GRCC is an open access college that prepares individuals to attain their goals and contribute to the community.

Values:

Excellence – We commit to the highest standards in our learning and working environment.

Diversity – We create an inclusive, welcoming, and respectful environment that recognizes the value, diversity, and dignity of each person.

Responsiveness – We anticipate and address the needs of students, colleagues, and community.

Innovation – We seek creative solutions through collaboration, experimentation, and adaptation.

Accountability – We set benchmarks and outcomes to frame our decision-making, measure our performance, and evaluate our results.

Sustainability – We use resources in responsible ways to achieve balance among our social, economic, and environmental practices and policies.

Respect – We treat others with courtesy, consideration, and civility.

Integrity – We commit to GRCC values and take personal responsibility for our words and actions.

Strategic Goals:

Strategic Goal #1: Teaching and Learning– The College develops curriculum and curriculum delivery, and supports instruction that measurably improves student learning..

Strategic Goal #2: Completion and Transfer – The College sustains and continuously improves our focus on successful student goal achievement whether that be completion of a degree/ credential, transfer to another college, or personal interest/skill attainment

Strategic Goal #3: The College works to create and support equitable practices across the institution to remove barriers and ensure high comparable outcomes for all identifiable groups.

Strategic Goal #4: The College seeks to positively impact the community by educating and training students with relevant skills so that they are retained in the service region holding living-wage jobs, as well as through collaborations/ events with education and community partners.

Strategic Goal #5: The College effectively plans for and uses our resources to preserve and enhance the institution.

Grand Rapids Community College creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GRCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law. GRCC is committed to reviewing all aspects of GRCC programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The college will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation. Further information may be obtained from the EEO Office or the Office of General Counsel, 143 Bostwick Avenue NE, Grand Rapids, MI 49503-3295.

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