

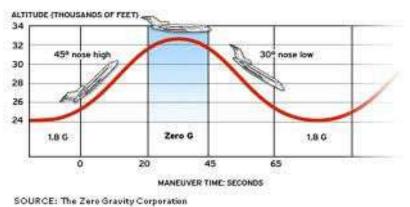
Volume XIII No. 1

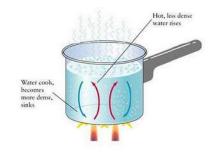
Macomb Mathematics Science Technology Center

2011-2012

MMSTC Selected for NASA's Micro GX (MicroGravity eXperience)

MMSTC has been selected as one of only seven teams to participate in NASA's Teaching from Space Micro GX (MicroGravity eXperience). With the help of Mr. Supal, MMSTC students and staff created a proposal for an experiment that will be executed in a zero-G environment, compliments of NASA's own "vomit comet". The MMSTC team will design & fabricate an experiment that will test convection current formation at zero-G. In February of 2012 Mrs. Cybulski, Mrs. Kincaid Dewey, Mrs. Duddles, Mrs. Hilliard, and Mr. McMillan will travel to Johnson Space Center in Houston Texas to conduct the experiment in a reduced gravity environment. The flight consists of 30 roller coaster climbs and dips that will produce micro and hyper gravity ranging from 0 to 2 g, Figure 1. In preparation for their epic flight, the MMSTC team will participate in weekly online meetings and trainings starting in November and continuing post flight until April of 2012. Students are currently involved in researching concepts and experimental design and will be involved in data analysis and project write up and dissemination. Updates to follow!





CONCE. The Early Stating Corporation

Figure 1. Parabolic flight pattern used to achieve zero-G.

http://alyssa-low-physicsproject2009.blogspot.com/ Figure 2. Convention currents in liquids.

What do you think will happen?

Convection is a method of heat transfer in either liquids or gases. As liquids are heated they expand due to a decrease in density causing the material to rise. As the warm liquid reaches the surface farther from the heat source it begins to cool, become less dense and falls causing a convection current, Figure 2. Gravity affects the weights of fluids, but not their masses. Denser liquids, which have greater weights than similar volumes of less dense liquids, can be observed to drop and settle toward the bottom of less dense fluids, here on Earth where they are subject to a gravitational field. How will these liquids behave in a micro or zero-G environment where the densities of fluids may vary but their weights will be essentially the same?

BUDGET CUTS IMPACT MMSTC

MMSTC is no exception in dealing with state budget cuts. Staffing for the MMSTC program has been reduced by one staff member. Director Dr. Neuhoff and MMSTC staff have been working to implement this new scenario, while seeking to preserve essential elements of the MMSTC student experience. Due to the loss of a teacher with an engineering background, the MMSTC curriculum was streamlined. As a result, teaching staff spent an entire weekend in professional development for Solid Works, the computer aided design program popularly used in STEM professions. As all staff responsibilities are shuffled and increased, students will see core teachers as IDS (interdisciplinary studies) instructors and current IDS teachers in additional roles. From juggling daily class schedules and organizing the logistics of field trips to curriculum adjustments and additional training, staff is working behind the scenes to ensure the best possible educational environment for our students and to maintain the research focused foundation of our program.

This is a challenging but exciting time for MMSTC, as we seek to think outside the box to continue to provide exceptional opportunities for our students and prepare them for future success in their educational, professional and personal lives by offering the essential skills needed to compete, work and live in a technology driven 21st Century global economy.

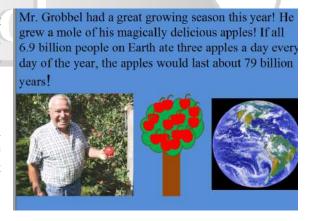
National Chemistry Week: MMSTC Celebrates Mole Day



Each year National Chemistry Week reaches millions of people with positive messages about the contributions of chemistry. As in years past, MMSTC sophomores commemorate this week with a cross-curricular project about the mole also known as Amedeo Avogadro's number (6.02 x 10²³). This is not the pesky creature that plagues our lawns, rather for a given molecule, one mole is a mass (in grams) whose number is equal to the atomic mass of the molecule. For example, one water molecule has an atomic mass of 18 grams, therefore one mole of water weighs 18 grams.

Back row: Whack-a-mol, (Sonja Berger, Fraser); Malibu Barbie and Ken, (Amanda Hercula & Emily Laws, Mott) Front Row: Bumble Mole (Emma Burgin, Mott); GI-Mole (Antonio Liccardello, South Lake); Harry Potter Mole, (Abby Bault, Centerline), Halloween Mole, (Naim Cekaj, Lakeview); Medusa Mole, (Cathleen Saraza, SHHS).

In FST students worked in pairs to investigate just how big a mole is in terms the average person could understand. **Evan Gonzales (SHHS)** and **Emma Burgin (Mott)** incorporated Mr. Grobbel (who lives on Martin Road and has 25 apple trees) into their project. After calculating moles in FST, sophomores created a PowerPoint presentation in IDS, and plush mole mascots in chemistry. Some crowd favorites are featured above. It isn't everyday that you get a sewing lesson in chemistry, but the nimble fingers of our MMSTC sophomores crafted some amazing moles and lasting memories.



'TEAM BUNSEN' AND 'COOKIE KILLAZ' VICTORIOUS! FRESHMEN HOMECOMING 2011

As the damp smell of fallen leaves and a bitter chill filled the morning air the Class of 2015 hosted the annual MMSTC Freshman Homecoming at Butcher Field.



For perhaps the second time in MMSTC history, the AM freshman Team Bunsen delivered a crushing defeat to the unnamed sophomores of 10A. Led by quarterback **Kyle Young (Lake Shore)** and Captain **Andrew Damiani (South Lake)** with star player **KJ Buiteweg (Cousino)** and assisted by **Sam Ambe (Lake Shore)**, **Sam Tracy(St. Clair)**, **Tyress Shorter (South Lake)**, and **John Estapa (St. Clair)**, team Bunsen played the game with much gusto and overwhelmed the unsuspecting sophomores. The score? 42 to 28.

Despite the chill of the early morning, the band played a rousing rendition of that overplayed Journey song led by

conductor Brendan Nowakowski (Lake Shore) and his band members, Shelby DeBruyne (Lake Shore), Robert Martin (Lake Shore), Rebekah Kettler (Lake Shore), Alex Costanzo (Lake Shore), and Kelly Rayner (Lake Shore). Team Bunsen's cheer team consisting of Emily Liu (Clintondale) and Caroline Jankowski (Lake Shore) with an assist from Mrs. Duddles and Mr. Acre, cheered enthusiastically and loudly as Team Bunsen clinched the victory.

The arrival of the PM session on the playing field came just as the cold and dampness of the morning evaporated into a glorious Michigan fall day. The 9B Fresh & Nerdy crew led by captains Yale Loucks (Cousino), Brendan Oles (Cousino) and Andrew Zannetti (WWT)

were ready to crumble the 9C Cookie Killaz into pieces. The Cookie Killaz led by coach **Max Edwards (SHHS)** and captain **Joey Maleszyk (Cousino)** responded with some amazing plays of their own. The players took the field enthusiastically and were determined to defend their end zones.

In the end, the Cookies proved much harder to crack and the Freshies went home without their milk and cookies, but not before everyone feasted on perfectly grilled hot dogs courtesy of the epicuric **Mr. Estapa.**



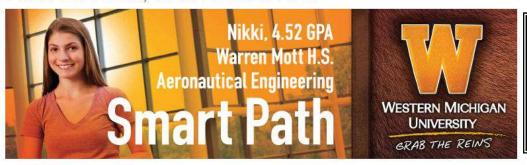
Kroger Community Rewards Program Benefits MMSTC

To continue earning in the Kroger Community Rewards Program for MMSTC, all participants must sign up for the program in order to earn funds for our organization, MMSTC, during 2011 - 2012. Any member who has not re-rolled since April 1st, 2011 will no longer earn rewards. Our school ID number is 82800. To enroll or re-enroll, members should:

- 1. Visit www.krogercommunityrewards.com
- 2. Click on "Michigan" and click on "Enroll"
- 3. All members must have a valid online account at Kroger.com and must sign up online to participate.

Please re-enroll every year so that we can continue to earn money for our school!

Nikki St. Louis, Warren Mott H.S.



Have you seen this? Two 2011 MMSTC Alumni are featured on WMU billboards in our area!

TEAM BUILDING: CLASS OF 2014 ACTIVITY

In October, the sophomore class participated in an all day activities and team building camp. Students practiced how to listen to the ideas of others, how to work together to agree upon and accomplish one goal and how to compromise. Students also had a chance to explore and even discover their own academic strengths and weaknesses. The day also gave the morning and afternoon students an opportunity to get know each other a little better, and cumulatively that is what this sophomore camp is all about.

The day started with a continental breakfast of donuts and juice, then proceeded to a rotation of different activities such as tie-dying, personality and learning style exploration, as well as a myriad of other team building activities such as passing a hula hoop from an end of a chain of students to the other without using their hands and relying on the help of their teammates. After lunch, students signed up for events in the Mystery Olympics which had them creating original fashion designs, walking down a catwalk, and competing in an eating contest. The highlight of the day was a walk to the bowling alley where the students enjoyed a couple games of bowling. **Tin Mong (Warren Mott)** and **Karly Gallis (Cousino)** captured the unofficial results of top and bottom scores, respectfully. Fun was had by all as many students thanked teachers **Mrs. Hilliard, Mrs. Kincaid Dewey** and **Mrs. Cybulski** before they left for the day.



STUDENTS VISIT WAYNE STATE UNIVERSITY AND UNIVERSITY OF MICHIGAN

Keeping up with our commitment to expose our students to some of our state's excellent higher education institutions, students from the freshman and junior classes traveled to both Wayne State University (WSU) and University of Michigan (U of M) during the month of October.



Freshman students started their morning off exploring the College of Pharmacy and Health Science building at WSU. There they heard about different occupations, training, and skills needed to pursue these careers. Next stop was the College of Engineering where they learned about their admission process

and the various engineering concentrations they can study at WSU. After experiencing lunch in the student union, a tour of the campus and dorm, they finished off in the Welcome Center where they were greeted by about a dozen of our MMSTC alumni. Students and parents alike were impressed with the many programs and opportunities they were able to hear about and see about first hand.

Juniors boarded the bus on a beautiful fall day to spend some time in Ann Arbor at the University of Michigan. Greeted by Professor Tarle of the Physics department, students were treated to an informative and entertaining

presentation on the topic of energy. A quick tour of campus included a trip to the undergraduate library (UGLY) and hearing about tales of the legendary block M in the middle of the Diag. Soon the students were led to the fairly new undergraduate science building where they enjoyed lunch and an opportunity to meet with MMSTC alumni. Over 25 former MMSTC students paid us a visit and answered the many questions thrown at them. Last stop was a visit to a newly restored dormitory and presentation by three of the many living learning communities on the campus of U of M. As always, this trip is a highlight of the junior year here at MMSTC.



WELCOME Dr. Neuhoff

The MMSTC family warmly welcomes **Dr. Catherine Neuhoff** to the helm as Director of Special Programs! Dr. Neuhoff served WCS as an Assistant Principal at Warren Mott High School and as Curriculum Director. She launched her administrative experience with Chippewa Valley Schools in 1997 as a Supervisor of Staff Development and Special Projects which included curriculum development, grant writing, and program development K-12. Dr. Neuhoff has taught art in public elementary, middle, and high school settings, and served as adjunct faculty at EMU.

Dr. Neuhoff holds a Bachelors of Arts (BA) in Fine Arts, a Masters in Arts (MAE) - Art Education, a Masters in Fine Arts (MFA) -- all from Eastern Michigan University (EMU); and a Ph.D from Michigan State University in Teacher Education, Curriculum and Educational Policy. Her area of emphasis is policy and social analysis.

Outside of her commitment to her own professional development and to her students and staff, Dr. Neuhoff also enjoys learning new and exciting things. This summer she launched new adventures in scuba diving in Lake Huron and dog sport training with her German Shepard Dog Emma Vom Royale. "It is a joy to get the opportunity to work with the incredible students and staff here at MMSTC. The positive attitude and 'can-do' mentality of this program is very energizing," responded Dr. Neuhoff when asked about her new role.

HALLOWEEN PARTY '11



Planned by Senior Council, (**Scott Potis**, **SHHS**; **Stathis Pauls**, **Warren Mot**t; **Kristen Stadler**, **Cousino**) our Halloween Party was held at MMSTC on the evening of October 28th. This spook-tacular event had all the ingredients of a fun evening – music, games, food and friends! The highlights were the WII game "Just Dance", bobbing for donuts, the piñata, musical chairs and of course the many who showed off their amazing flexibility in the limbo, costumes and all! Thanks to all the students who volunteered as well as staff and parents **Mrs. Stadler** and **Mrs. Potis**! Many said this was the best Halloween party yet! Here were the winners:

Bobbing for donuts: Tim Jones (SHHS) & Alex Berdy (Mott)
Limbo contest: Trevor Polisuk-Balfour (Cousino)

Costume winners:

Best Overall Costume: Max Edwards (SHHS) – The Headless Horseman Most In Character: Michael Richards (Cousino) – Jedi master Alex Mardlin (Lake Shore) – The Incredible Hulk

Best 'Outside the Box' Costume: Group from Class of 2014 - Science Blob

Counselor's Corner Balancing School and Activities

When it comes to activities, some students try to do it all. Is there someone in your school who plays three sports; belongs to four clubs and holds officer positions in all of them; volunteers at the local animal shelter, nursing home and hospital; and maintains straight A's? Is it you?

At this stage in your life, you're probably enjoying exploring your interests and trying out many different activities. You may also think that taking on as many activities as possible will impress colleges. It's true that overachievers have a lot of things to put on their resume. But they also pay a price for their packed schedules.

The truth is that when it comes to activities and school, it's best to maintain a good balance. Don't try to do everything. Make a carefully considered decision about what to commit your time to. Quality, not quantity, is what matters—not only to your well being, but also to college admission officers.

The Benefits of Balance

- 1. You can focus on your passion. It's wonderful to discover a personal interest or talent that you care about and can get deeply involved in. That's hard to do if you spread yourself too thin. You should be genuinely enjoying the activities you choose, not just checking them off a list.
- 2. **It's better for your physical health.** Trying to do too much could mean taking shortcuts when it comes to your health. Overachievers may not get enough sleep or take the time to eat balanced meals. Remember that you do your best when you're rested and well nourished.
- 3. **It's better for your mental health.** Taking on too many activities is a known cause of teenage stress. Expecting too much of yourself can make you feel anxious. If you're feeling overwhelmed, ask yourself whether you've taken on too much.
- 4. **It might not help you get into college.** Most colleges say that they are looking for well-rounded students. In other words, they want applicants who keep their academic pursuits, extracurricular activities and personal lives in a sensible balance. When admission officers review your resume, they're looking for evidence of leadership, commitment and integrity. Again, these are shown by the quality, not the quantity, of your involvements.

How to Achieve Balance

- 1. Do what you enjoy. Make a list of your commitments. Then rank them by how much you enjoy each one. Cross out the activities that give you little or no pleasure, and keep those that you're really interested in. Don't be afraid to cut something out or to say no if you're being pressured to stay involved. In the end, you'll be a happier person.
- 2. Schedule time to relax. If you never have a minute to rest or have fun, you're doing too much. Take a look at your calendar and carve out time to take it easy. All work and no play just stresses you out.
- **3.** Take care of yourself. Make sure that you eat healthy foods and that you get enough sleep each night. Also, remember that exercise is a necessity to keep both body and mind strong.

MMSTC STAFF MEMBER SELECTED AS PRESTIGIOUS EINSTEIN FELLOW

Mark Supal of the Macomb Mathematics Science Technology Center was selected for an Albert Einstein Distinguished Educator Fellowship and is currently working in Washington D. C. Mr. Supal was selected as one of 31 outstanding educators for this prestigious fellowship after an intense national screening process. Mark will be serving his fellowship until August of 2012 at the National Science Foundation within the Engineering Directorate of Industrial



Innovation and Partnerships. As an Einstein Fellow, he will have an unparalleled opportunity to attain new skills, knowledge and resources related to the national education issues he is exposed to, with a focus on those related to science, technology, engineering and math (STEM) education.

Mr. Supal was deeply concerned by a recent statement from President Barack Obama, "So many of the Americans who have lost their jobs can't find new ones because they simply don't have the skills and the training they need for jobs they want. "As a result, he has been creating a specialized on-site apprenticeship program to retrain the displaced workforce of America for technical careers of the 21st century. Mr. Supal dearly misses all the staff and students at MMSTC and hopes all of you are studying hard to help bring America back to the top of the charts in math and science!

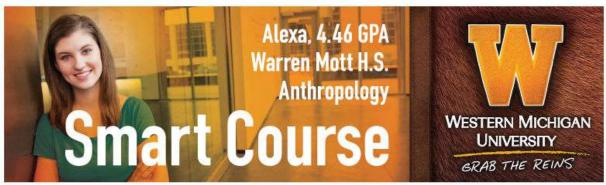
Go GREEN AND Raise Money for MMSTC Science Activities

MMSTC has found a way to Go Green and make a little Gr\$\$n for our fantastic students. Over



the course of the 2011-2012 school year we will be collecting used ink-jet cartridges (no toner cartridges or refilled cartridges please) as well as old cell phones, digital cameras, video cameras, mp3 players, and GPS systems that may be out of date or nonfunctional. These tax deductible items do not need to be in working condition and chargers and additional cords should **NOT** be donated. Please place in box in Mrs. Hilliard's room.

Alexa Morrison, Warren Mott H.S.



The Unforgettable Summer of 2011

When thinking back to your summer experience as a child of running through the tall grass or sleeping next to a lazy river on a warm July afternoon, it can bring a smile to your face. But for the students at MMSTC, their summers are filled with more than just idle moments of self indulgence. They occupy their summers with life changing experiences in leadership, community service and STEM related fields.

Scott Potis (SHHS), Kristen Stadler, Kevin Stadler and Eric Klug (Cousino) spent their "Summer in the City" as program volunteers. They were part of a movement by Metro-Detroit teens to help improve the city of Detroit's image by providing volunteer support to help create murals. community gardens and volunteering to act as sponsors for summer youth camps with inner city children. Scott, Kristen, Kevin and Brittany Morrell (Centerline) also





attended the MASC/MAHS Summer Leadership Camp. The focus was placed on the development of leadership skills through structured team & confidence building exercises. Scott felt that "It was a great experience that has helped me step out of my comfort zone to become a better leader".

Brittany Morrell also had a second life changing experience this summer when she was selected to attend Brown University as a Joyce Ivy Scholar recipient in their pre-college program. Brittany attended classes on a regular basis and managed to squeeze in some exciting trips exploring the



countryside of Providence Rhode Island. Her most memorable experience was that she was able to meet, study, and become friends with pre-college students from all over the world in preparation for her post MMSTC life.

NYLF: MED 2011 Matt Forsgren (South Lake, Class of 2013)



This past summer I attended the National Youth Leadership Forum on Medicine 2011 at the University of California, Los Angeles. I was recommended for this program last year by my FST teacher Mrs. Dewey and received my acceptance letter in a couple of months. I booked my flight and before I knew it I was on my way to Los Angeles. When I arrived I was greeted by a representative and shuttled to UCLA. The first day we had our first MED Session and met our MED groups. These

groups were made up of 24 kids and when I first met them, I thought I was in for a rough ten days. Even though everyone was quiet at first, we became close as the program progressed. We went from total strangers to the best of friends and spent as much time together as possible. In our MED Sessions, our Instructor Elizabeth taught us a vast amount of information, ranging from how to react in a pandemic to how to suture a banana. We listened to several speakers with many topics, including Zoobiquity (the study on the correlation of human conditions and treatments to the conditions and treatments of animals), the Safe Haven Project (a HIV/AIDS support foundation), and Organ/Tissue Donation. We visited other local hospitals and medical centers, had the opportunity to watch a Total Knee Replacement, and got to dissect pig hearts. We bonded and learned a lot about the field of medicine and after ten days it was a teary goodbye as I left my new friends from Texas, Kentucky, Virginia, and even Guam. Overall, it was one of the most memorable experiences I have had and I would encourage others to attend as well.

Capture the Flag

In what has become an annual tradition for MMSTC, the senior class of 2012 played Capture the Flag on the chilly morning of September 30th. Since the morning and afternoon classes have been merged now into one big, happy class of 2012, we needed an activity to build camaraderie and team spirit (not to mention, release some of the stress of college applications, senior research, calculus, and so on!)

Organized by the senior council, **Kristen Stadler (Cousino)**, **Stathis Pauls (Warren Mott)**, and **Scott Potis (Cousino)**, the seniors broke into the red and blue teams. Then the chaos began! **Mr. Acre** was the official referee, and he made the final call of all appeals. Stealth and strategy were the order of the day. Red team members disguised as blue team members (and vice versa) allowed for **Amy Zhen (Clintondale)** to be victorious for the red team.

The game was a success and a pizza brunch finished off the day! More pictures on page 12.





ENVIROTHON TEAM UPDATE

MMSTC will again participate in the Michigan Envirothon, which presents environmental education in a unique, team based competitive format and provides an exciting, hands-on experience to today's students and tomorrow's leaders! The team will participate in a variety of environmentally oriented projects & prepare for the subject areas tests at outdoor eco-stations. One such activity was held Saturday 12 November 2011, at Lamphere High School where juniors **Dylan**



Twardy & Nick Higgins along with sophomore Noah Conner (all from Cousino) collected plastic recyclables during lunch at the Detroit Area Council of Teachers of Mathematics / Metro Detroit Science Teachers Association Fall Conference. These items would have otherwise gone into the local landfill! The young men received rave reviews from conference attendees and Envirothon sponsor (and DACTM/MDSTA Conference Co-Chair) Mrs. Kincaid Dewey.

To raise money for project and travel costs, MMSTC's Envirothon Team will be sponsoring a fundraiser --- Make a \$5 donation for a chance to win 4 tickets to the **Detroit Red Wings** vs. Carolina Hurricanes (Section 115 Row 1 Seats 8-11) game on Saturday March 24th 7:00 p.m. at Joe Louis Arena. A parking pass for Riverfront Executive Parking is also included. Let's put it this way – if you were any closer to the action, you'd have to lace up your skates! Winner will be announced and contacted on December 1st, 2011. Questions? Contact Mrs. Dewey at dewey@wcskids.net

STUDENTS WORK TO SOLVE GREAT LAKES ECOLOGY ISSUES

In August 2011, The **Keystone Center** facilitated a **Youth Policy Summit** in Midland, MI at Northwood University for high school students from throughout the state. Students were challenged to develop consensus-based policy recommendations for the future of Great Lakes water resources. Four students from MMSTC



traveled to Midland with Mrs. Duddles to take part in this week-long learning opportunity: current junior Drew Martin (SHHS), & current sophomores Tin Mong (Mott), Max Morgan (Fraser), and Patrick Osantowske (Fraser).

Prior to attending the Summit, the students conducted research into divergent stakeholder groups and various aspects of the water puzzle that is the Great Lakes of Michigan. At the Summit, the students spent a week immersed in discussions about the possibilities for sustainable solutions to meet current and future water demands in Michigan and the surrounding states. The students considered the larger social, technical, educational, environmental, political, legal and economic problems and shared their own research to prioritize issues and options. They were able to interact with leaders in the fields of industry, government, and the non-profit sector who are grappling with the same issues everyday. Working with professional educators and facilitators from Keystone, students created viable solutions to problems that are confounding policy makers nation-wide.

Issues considered by the students included invasive species, agricultural run-off, and water overuse. **Drew Martin** described his experience with grappling with a Great Lakes ecological issue like invasive species as "bringing out a new way of analyzing and solving problems for me." Drew wrote that, "We tried to find ways to resolve the invasive species problem in the Great Lakes. Some invasive species include sea lampreys, gobies, and zebra mussels. We discussed ideas such as a lamprey repellant and ways to clean the ballast water of ships entering the Great Lakes."

All four of the MMSTC students would recommend the Summit to anyone who is interested as it is a fun and engaging program. And that it is especially fun if you go with Mrs. Duddles. ©

CHECK GRADES VIA PARENT PORTAL

To login for the first time you will need a student number, which can be found on your students MMSTC ID or student schedule, and a working e-mail address. Click ACTIVATE LOGIN from the menu and fill in the blanks. If your student attends a Warren Consolidated High School you will be asked to choose their home school (Cousino, Mott, or Sterling Heights High School) in a drop down menu during the registration process.

If your student attends a Non-WCS high school, you must choose the MACOMB MATH SCIENCE TECHNOLGY CENTER from the SCHOOL drop down menu. When you complete the process you will receive an e-mail with your Username and Password. You may then login to access student grades.

A link to the Parent Portal can be found on the MMSTC HOMEPAGE: http://www.wcs.k12.mi.us/mmstc/



MACOMB MATHEMATICS SCIENCE TECHNOLOGY CENTER

27500 Cosgrove | Warren, Michigan 48092 | www.wcskids.net/mmstc

Dr. Catherine Neuhoff, Dir. of Special Programs MMSTC Newsletter Committee: MMSTC staff Editor: Christine Kincaid Dewey Printing and Distribution: Secretarial Staff



MMSTC MISSION STATEMENT

The mission of the Macomb Mathematics Science Technology Center, in partnership with families and community, is to create the best innovative environment which fosters excellence and vision in teaching, learning, and discovering the relationships of mathematics, science, technology, and society.

WARREN CONSOLIDATED SCHOOLS

31300 Anita | Warren, Michigan 48093 | 1-888-4WCS-KIDS | www.wcskids.net

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, and superintendent-board member.

2010-11 Board of Education

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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
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