

**Notice of Findings**

**Notice To:** Janice E Lawrence - Director  
**Facility Name:** Basic Beginnings South  
**Owner:** Jan Lawrence  
**Site Address:** 3520 Garfield  
**City/State/Zip:** Laramie, WY 82070

The Department of Family Services has completed the investigation regarding alleged violation(s) of the Wyoming Child Care Rules received on 03/20/2025, and investigated by Danielle Farino.

A statement of childcare allegation, CPL-5906, was provided on 04/11/2025.

The finding is listed below for each individual alleged violation of the Wyoming Child Care Licensing Rules:

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1. Finding: Non-Compliant

Regulation: Chapter 4. General Requirements  
Section 6. Discipline and Guidance.

(d) The following behavior shall be prohibited in all child care settings:  
(iii) Inappropriate use of language, including but not limited to profanity, name-calling, derogatory or demeaning terminology or screaming related to disciplinary purposes;

Allegation: It has been reported that on one or more occasion since November 2024, staff member CS was using profanity in front of the children.

Explanation of Findings: Through interviews and evidence obtained over the course of this investigation, it has been found that on multiple occasions since November of 2024, staff member CS has used profanity in front of children, including on one instance in March of 2025 when profanity was used on the playground after a child in the Bears room was injured on the equipment.

Action Required: It has been acknowledged by Child Care Licensing that as soon as the Director of the facility became aware of these actions, staff member CS was terminated from employment at the facility. Additionally, the Director of the facility has proactively taken steps to ensure an environment where staff have a way to notify the administration of concerns that may arise so that they can be addressed timely. These steps include working with the Technical Assistance Coordinator and looking at ways to accept anonymous and/or written reports from staff members. Please submit a corrective action plan detailing how the facility will ensure staff can safely and timely report concerns for administrators to address.

Corrective Action Plan Due Date: 04/25/2025

Corrective Action Plan Achieved Date:

Compliance Due Date: 04/25/2025

Compliance Achieved Date:

**The Department requests your cooperation in ensuring compliance is met. In the absence of cooperation, the Department may take whatever steps are necessary to ensure the safety of children.**

**The Department's information may be shared with the authorized individuals or agencies, which include, but are not limited to, the Attorney General, County Attorney, and law enforcement.**

If you disagree with the Department's finding of non-compliance for a violation, you may request an Administrative hearing within (10) days of your receipt of this letter (W.S. 14-4-108). Administrative hearing procedures are included in the Department of Family Services' **Wyoming Child Care Licensing Rules, Chapter 3, Section 5: Contested Case Hearing Rules**, and based upon the above statute. If you have questions, or need a copy of the Rules, you may contact the Department of Family Services Field office in the county where you live.

Licenser: Danielle Farino  
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Email: danielle.farino@wyo.gov

Licenser Supervisor: Michelle Lala  
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Phone: 307-777-5151  
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Signature:



Michelle Lala for Danielle Farino

Date: 04/11/2025

CC:

Jan Lawrence - Owner  
jalawren@wyoming.com