



Drug and Alcohol Prevention Program

Drug and Alcohol Prevention Program Standards of Conduct Possession and use of illicit drugs and the unlawful possession and use of alcohol are wrong and harmful. Unlawful possession, use or distribution of illicit drugs or alcohol by students or employees of Creative Hair School of Cosmetology's property or as part of any of its activities is prohibited. Compliance with the following standards of conduct is mandatory. Creative Hair School of Cosmetology intends to provide a drug and alcohol free environment for students, clients, staff, employees, and other individuals in the school. We are committed to protecting the safety, health, and well being of all within the school. Any staff or students caught with the handling or using of drugs on School grounds will be immediately terminated from the school. We have established a drug-free workplace and learning atmosphere.

Drug and Alcohol Abuse Prevention

Drug abuse affects all aspects of American life. It threatens the workplace, our homes, our schools and our community. The U.S. Department of Education requires institutions of higher education to implement a drug prevention and awareness program for their students and employees through the **Safe and Drug-Free Schools and Communities Act**. All students are expected to conduct themselves as mature adults and as members of an academic community. The consumption of alcohol or drugs while attending class is prohibited and may be subject to disciplinary action.

Health Risks Associated with the use of Illicit Drugs and the Abuse of Alcohol

Moderate to high doses of alcohol cause marked impairments in higher mental functions and the loss of memory. High doses of alcohol can cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. Physical effects of drugs include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. The use of drugs may impair or reduce short-term memory and comprehension, alter sense of time, and reduce the ability to perform tasks requiring concentration and coordination. Motivation and cognition may also be altered, making the acquisition of new information difficult. As one can see from the above, there are major health risks associated with the use of illicit drugs and the abuse of alcohol.

Standards of Conduct Regarding Illegal Drugs

The unlawful manufacture, distribution, dispensing, possession or use of illicit drugs is prohibited at Creative Hair School. The following policies apply to the Creative Hair School community:

Creative Hair School Student Policy on Illegal Drugs

With the legal and medical welfare of the student in mind, the university cannot approve the medically unsupervised use, possession or distribution of drugs. When such medically

unsupervised use, possession or distribution of drugs comes to the attention of the university, the student will be subject to disciplinary action which could include suspension or expulsion.

Creative Hair School Employee Policy on Illegal Drugs

No employee shall report to work under the influence of drugs used in an unlawful manner. No employee shall unlawfully manufacture, distribute, dispense, possess or use drugs on Creative Hair School's property, as part of any Creative Hair School activities or while on duty as a Creative Hair School employee. Any university employee who violates this policy is subject to disciplinary action including suspension and dismissal.

Employees note: It is also a violation of the conditions of employment at Creative Hair School to report for work under the influence of alcohol or engage in the consumption of alcohol that impairs performance. Failure to adhere to these rules can lead to disciplinary action taken against the offender, including suspension and dismissal.

Standards of Conduct Regarding Alcohol

Creative Hair School, staff and students recognize the responsibility and potential harm inherent in the use of alcoholic beverages. The Creative Hair School is committed to supporting the laws of the United States and the State of Michigan and reflects that support in its policies and procedures.

Sanctions

In all of its actions, Creative Hair School seeks to uphold the laws of the jurisdictions in which it operates. Also, as it is permitted by the laws of these political entities, including statutory and case law and the regulations of lawful agencies of these entities, Creative Hair School will apply sanctions that could lead to a student being fined, suspended, expelled or referred for prosecution or an employee being disciplined, suspended, dismissed or referred for prosecution for violations of the school's standards of conduct contained herein or violation of laws concerning unlawful possession, use or distribution of drugs and alcohol.

Applicable Federal and State Laws

The Federal Penalties & Sanctions for Illegal Possession of a Controlled Substance are as follows:

21 U.S.C. 844(a)

First conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.

After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both if:

- a. First conviction and the amount of crack possessed exceeds five grams.
- b. Second crack conviction and the amount of crack possessed exceeds three grams.
- c. Third or subsequent crack conviction and the amount of crack possessed exceeds one gram.

21 U.S.C. 853(a)(2) and 881(a)(7) Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)

21 U.S.C. 881(a)(4) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a Denial of federal benefits, such as student loans, grants, contracts and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.

18 U.S.C. 922(g)1 Ineligible to receive or purchase a firearm.

Miscellaneous Revocation of certain federal licenses and benefits, for example, pilot licenses, public housing tenancy, etc. which are vested within the authorities of individual federal agencies.

State of Michigan Sanctions for Violation of Drug Laws

Narcotic Drug and Cocaine:

Delivery and Possession - Felony, Mandatory 10 years to life.

Use less than 50 grams - Misdemeanor, up to 1 year and/or \$2,000 fine.

Hallucinogens: Delivery - Felony, up to 7 years and/or \$5,000 fine.

Possession - Misdemeanor, up to 1 year and/or \$1,000 fine.

Use - Misdemeanor, up to 6 months and/or \$100 fine.

Marijuana:

Delivery - Felony, up to 4 years and/or \$2,000 fine.

Possession - Misdemeanor, up to 1 year and/or \$1,000 fine.

Use - Misdemeanor, up to 90 days and/or \$100 fine.

Other Controlled Substances: Delivery - Felony, up to 7 years and/or \$1,000 - \$5,000 fine.

Possession - Misdemeanor or felony, up to 2 years and/or \$1,000 - \$2,000 fine.

Use - Misdemeanor, up to 1 year and/or \$100 - \$1,000 fine.

State of Michigan Sanctions for Violation of Alcohol Laws Sale to Minors:

Misdemeanor, 90 days and/or \$100 fine.

Minor Possessing or Transporting in Motor Vehicle: Misdemeanor, 90 days and/or \$100 fine.
Furnishing Fraudulent ID to Minor/Use of Fraudulent ID by Minor: Misdemeanor, 90 days and/or \$100 fine.

Consumption on/in Public Highways, Parks or Places of Amusement: Misdemeanor, 90 days and/or \$100 fine.

Open Alcohol in Vehicles on Highways: Misdemeanor, 90 days and/or \$100 fine.

Purchase, Possession or Consumption by Minor: (Civil Citation) : First violation not more than \$25.00; Second violation not more than \$50.00 (or participate in a substance abuse program) ; Third and subsequent violation not more than \$100.00 (or participate in a substance abuse program) .

Alcohol

Selling Without a License:

Misdemeanor, 1 year and/or \$1,000 fine.

Selling or Furnishing Alcohol to a Minor: Misdemeanor, 90 days and/or \$100 fine.

State of Michigan Sanctions for Drinking/Driving Offenses Operating a Motor Vehicle with Ability Impaired: (depends on number of offenses)

Operating a Motor Vehicle Under the Influence of Intoxicating Liquor: Operating a motor vehicle with unlawful blood alcohol level of 0.10 grams or more per 100 milliliters of blood: Up to \$1,000 fine, up to 1 year in jail, 10 to 90 days community service, license suspended for 90 days to 2 years or 5 year revoked license. If death is caused, offense becomes a felony.

Health Risks from Substance Abuse and Alcohol Malnutrition;

high blood pressure; damage to liver, heart and pancreas; neurological brain damage; birth defects.

Alcohol Health Risks

Increased risk of accidents, injuries, Nausea, Gastritis, Vomiting, Blackouts, Fatal Overdose

Amphetamines ("Speed, " "Bennys," "Crystal"): Insomnia; loss of appetite; "crash" when effects wear off; paranoia; destruction of nerve cells in the brain; heart attack and stroke.
Cocaine (Coke): Sinus problems; mood swings; depression; paranoia; severe "crash" when effects wear off; nausea; vomiting and sore throat; fatigue, insomnia; nosebleeds; nasal ulcers; strokes and epileptic seizures.

Crack ("Rock"): Instant addiction or within one to several weeks; rapid heartbeat; high blood pressure; lung problems; seizures; death.

Heroin ("Junk," "Smack"): Skin abscesses; heart inflammation; increased risk of infection, hepatitis, AIDS; depression of the central nervous system, resulting in respiratory failure, convulsion and death.

Inhalants: Respiratory depression and death from anesthetics; fatal aplastic anemia, liver and brain damage from glue or benzene sniffing; "sudden sniffing death"

(LSD) from aerosol propellants; acute psychological effects and brain damage from volatile inhalants. **LSD** ("Acid"): Emotional imbalance and dreamlike states while awake; distortion of vision; impaired judgment; altered perception of time and space; brain damage.

Marijuana ("Grass," " Pot," "Weed"): Weakened immune system; impaired psychomotor functions; impaired learning ability and memory; lung damage; birth defects.

PCP ("Angel Dust"): Occurrence of accidents and injuries; inducements of a catatonic state; inducement of a psychotic state; brain damage.

Drug and Alcohol Counseling

Available to all students is the 211 Helpline Center. Students can call 211 to receive referrals to local resources and support for individuals who need drug and alcohol counseling.

Where to go if you need Help

Odyssey House – Call for Alcohol Support Group 810.580.3083

Sacred Heart Rehabilitation Center 810.732.1653

Recovery Unlimited Treatment 810.785.4930