

# **Drug Free Schools Standards of Conduct**

In Effect: October 1, 1990

This is to inform you of the requirements of the Drug - Free Schools and Communities Act Amendments of 1989, Public Law 101 - 226 and what Independence College of Cosmetology requires of the Staff and Students.

Staff and Students are prohibited from the unlawful manufacture, distribution, possession, or use of illicit drugs or alcohol. This prohibition applies while on the property of the school or participating in any institutional activity. Students or employees who violate this policy will be subject to disciplinary action up to and including termination from employment or school.

There are numerous legal sanctions under Local, State, and Federal Laws which can be used to punish violators. Penalties can range from suspension, revocation and denial of a driver's license to 20-50 years imprisonment at hard labor without benefit of parole. Property may be seized. Community service may be mandated. Students could lose eligibility for financial aid, could be denied other federal benefits, such as Social Security, retirement, welfare, health, disability, and veterans benefits. The Department of Housing and Urban Development, which provides funds to states and communities for public housing, now has the authority to evict residents and members of their household who are involved in drug-related crimes on or near the public housing premises. A record of a felony or conviction in a drug - related crime may prevent a person entering certain careers.

The laws of the State of Missouri are adequate to protect the innocent, but stringent enough to insure that persons involved with the illegal dealing of drugs or excessive use of alcohol can be adequately punished. For example, a small amount of drugs found on a person may lead to an arrest which could require the person to make payment of all court costs as well as participate in mandatory community service. A person found with drugs with the intention to distribute could be imprisoned. A person found to be intoxicated while driving could be forced to pay court costs, lawyer's fees, participate in community service, receive an increase in the cost of automobile insurance or even lose their driver's license and end up in prison. The Missouri State Law in a DWI case requires, in addition to the fine and court cost, mandatory attendance in an Alcohol Education School. A minor must also attend the school plus fines and court costs.

In addition to local and state authorities, the federal government has four agencies employing approximately 52,500 personnel engaged in fighting illicit drugs. These agencies are: The Drug Enforcement Agency, U. S. Customs Service, Federal Bureau of Investigation and the U. S. Coast Guard.

Here are a few legal facts of which we should be aware. It is a crime to hold someone else's drugs. You can be arrested if you are in a house (or a school) where people are using drugs, even though you are not. You can be charged with possessing drugs even if they are not on you. You are considered to possess, under legal terms of "constructive possession," drugs that are in your locker, purse, car, or house.

Drug abuse is the utilization of natural and/or synthetic chemical substance for non-medical reasons to affect the body and its processes, the mind and nervous systems and behavior. The abuse of drugs can affect a person's physical and emotional health and social life. Drugs can be highly addictive and

injurious to the body as well as one's self. People tend to lose their sense of responsibility and coordination. Restlessness, irritability, anxiety, paranoia, depression, acting slow, inattentiveness, loss of appetite, sexual indifference, comas, convulsions, or even death can result from overuse or abuse of drugs. Not only does the person using the drug subject them self to all sorts of health risks, drug use can and, in many instances do, cause grief and discomfort to innocent people. A drug-dulled brain, for example, affects the wide range of skills needed for safe driving. Further, reflexes are slowed, making it hard for drivers to respond to sudden, unexpected events. Alcohol-related highway deaths are the top killer of 15 - 24 year olds. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in a car accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol causes marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Dependence upon drugs can only lead to a life of horror and, in some instances, death. The dollar costs can range from \$200.00 to \$3,000.00 per week to support a habit. More importantly, the drug habit impacts a person's family, lifestyle, and career prospects as well as one's physical well-being and self-respect. Treatment is available and may be expensive. For example, a typical live-in program lasting four (4) weeks can cost from \$5,000.00 to \$15,000.00. Out-patient programs cost from \$1,000.00 to \$5,000.00. It has been proven that an individual "hooked" cannot just stop, but requires professional care to kick the habit.

There are classic danger signals that could indicate the first sign of drug use. The primary ones that could call attention to one's use of drugs are: abrupt changes in mood or attitude; continuing slump at work or school; continuing resistance to discipline at home or school; cannot get along with family or friends; unusual temper flare-ups; increased borrowing of money; heightened secrecy; a complete new set of friends. We recommend that any person observing any of these changes in either staff or students immediately notify the school owner. Caution must be observed not to wrongly accuse a person suspected of taking drugs as an improper accusation could lead to embarrassment both to the individual and the school. Once it has been determined by management that assistance to overcome a problem is necessary, the individual and his/her family should be counseled on the need for assistance. Treatments must be an expense borne by the patient. The school can only offer advice in a limited manner. If the individual is in immediate danger of harming either him/herself or others, local authorities will be immediately contacted.

Students are reminded that as a precondition to accepting a Pell Grant that they sign a certificate stating they would not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance during the period covered by a Pell Grant. A Pell Grant recipient convicted of a criminal drug offense resulting from a violation occurring during the period of enrollment covered by the Pell Grant must report the conviction, in writing, within ten calendar days of the conviction, to the Director, Grants and Contracts Service, U. S. Department of Education, 400 Maryland Avenue, S. W., Room 3073, FOB-6, Washington, D. C. 2020-4571. Failure to report the conviction could lead to Limitation, Suspension & Termination.

Staff and students will receive a briefing and acknowledge in writing that they understand the provisions of the Drug-Free Workplace Act of 1989. (Only institutions participating in campus-based programs must maintain drug-free workplaces.) Employees must notify the Owner of the School in writing of a conviction of a criminal drug statute occurring in the workplace, within five days after receiving the conviction. Disciplinary action will take place within 30 days of notification, and can range from a letter of admonishment, suspension from school or work, and/or enrollment in a rehabilitation program to termination from either school or employment.

Staff and students who violate these standards of conduct subject themselves to disciplinary sanctions, up to and including termination, suspension or referral to police and/or prosecutor.

#### STATE AND LOCAL AGENCIES

Comprehensive Mental Health Services, Inc.  
10901 Winner Road  
Independence MO  
816-254-3652

Two Rivers Psychiatric Hospital  
5121 Raytown Road  
Kansas City MO  
816-356-5688

National Council on Alcoholism & Drug Abuse  
633 East 63rd Street  
Kansas City MO  
816-361-5900

Imani House  
Swope Health Services  
3950 East 51<sup>st</sup> Street  
Kansas City, MO  
816-929-2600

Truman Medical Center Recovery Health Services  
2211 Charlotte Street  
Kansas City, MO  
816-404-5700

DRD Kansas City Medical Clinic  
Substance Abuse Services  
723 East 18<sup>th</sup> Street  
Kansas City, MO  
816-283-3877

#### INFORMATION SOURCES

Missouri Division of Alcohol and Drug Abuse Office, Jefferson City (573) 751-4122.  
Missouri Substance Abuse Office (573) 751-4942.

#### National Organizations

The Alcoholism and Drug Abuse Hotline (24 hours) 1-800-252-6465  
The Cocaine Hotline. 1-800-444-9999 (24 hours).  
The National Institute on Abuse Hotline 1-800-662-4357.  
8:00am- 2:00am M- F and 11:00am- 2:00am weekends

## **Legal Sanctions**

State law considers the illegal use of drugs and alcohol serious crimes. The sanctions for first time violations of these laws range from fines to lengthy terms of incarceration, or both. Additionally, local ordinances and municipal codes impose a variety of penalties for the illegal use of drugs and alcohol.

There may also be civil consequences which result from the violation of state drug and alcohol statutes. Property associated with the criminal acts, including homes and vehicles, can be confiscated by the government. Persons convicted of felonies may be barred from government employment and lose their right to vote.

## **Federal Drug Laws**

Federal law considers the manufacture, distribution, dispensation, possession, or use of illegal drugs, or any controlled substance, a serious crime. For the most up to date Federal Trafficking Penalties information, visit the web site of the U.S. Drug Enforcement Administration at:

<http://www.dea.gov/druginfo/ftp3.shtml>

## **Health Risks**

Drug use causes physical and emotional dependence, interferes with memory, sensation, and perception, and in some cases may cause permanent brain damage or sudden death. The following is a summary of the various health risks associated with alcohol abuse and use of specific types of drugs and is not intended to be an exhaustive or final statement of all possible health consequences of substance abuse.

### **Alcohol**

Alcohol consumption has acute effects on the body and causes a number of marked changes in behavior. Even low doses may significantly impair judgment and coordination. Alcohol is an especially dangerous drug for pregnant women.

### **Marijuana**

Marijuana contains THC, a chemical which alters the sensory activities of the brain, including long-term memory capabilities, comprehension, altered sense of time, decreased motivation, and reduced ability to perform tasks requiring concentration and coordination. Marijuana smoke contains more cancer-causing agents than tobacco.

### **Cocaine/Crack**

Cocaine and crack are highly addictive and may lead to heart attacks, strokes, and long-term brain damage. Other physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. Continued use can produce violent behavior and psychosis.

### **Methamphetamine/Amphetamines**

Methamphetamine is a central nervous system stimulant of the amphetamine family. Like cocaine and crack, methamphetamines are highly addictive “uppers” that produce extreme alertness and elation, along with a variety of severe adverse reactions. The body metabolizes methamphetamine more slowly; the effects may last as much as ten times longer. Methamphetamine users can experience sustained, severe mood and thought disturbances and serious physical effects, including sudden death.

## **Narcotics**

Narcotics such as heroin, methadone, oxycodone, codeine, morphine, and opium initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. An overdose may produce shallow breathing, clammy skin, convulsions, coma, and death. Tolerance to narcotics develops rapidly and dependence is likely. The use of contaminated syringes may result in diseases such as AIDS, endocarditis, and hepatitis.

## **Ecstasy**

“Designer drugs” such as Ecstasy are related to amphetamines in that they have mild stimulant properties but are mostly euphorants. They can cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause severe neurochemical brain damage. Narcotic designer drugs can cause symptoms such as uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage.

## **GHB/Rohypnol**

Often known as “date rape” drugs, GHB and Rohypnol initially produce a feeling of intoxication similar to alcohol (the user feels relaxed, sociable, affectionate and playful, and disinhibited) followed by a feeling of drowsiness. Higher doses can lead to a sleep from which the user cannot be woken. The effects can last from 4-24 hours. Both GHB and Rohypnol present a serious overdose threat. Since they are depressants, both drugs can be fatal when mixed with alcohol. Symptoms of overdose can include intense drowsiness, unconsciousness or coma, muscle spasms, disorientation, vomiting, and slowed or stopped breathing (fatalities usually occur from respiratory failure).

## **Inhalants**

Inhalants are readily available and inexpensive. More than 1000 common household products can be used to get high. Examples of organic solvents (carbon compounds) include gasoline, lighter fluid and butane lighter fuel, spray paint, paint thinner, rubber-cement, hair spray, nail polish, and many cleaning fluids. Nitrite compounds (amyl nitrite, butyl nitrite) act mainly as vasodilators. Nitrous oxide (laughing gas) is packaged in small metal cartridges (called whippets) which are often used to make whipped cream. Inhalants irritate breathing passages, provoking severe coughing, painful inflammation, and nosebleeds. Inhalants may not produce a pleasant high and result in mental confusion, hallucinations, and paranoia. They may also result in respiratory depression leading to unconsciousness, coma, permanent brain damage, or death. The danger is extremely great if inhalants are used in conjunction with other nervous system depressants, such as alcohol or barbiturates. Even first-time users run the risk of sudden sniffing death (SSD). The risk of SSD is higher if the abuser engages in strenuous physical activity or is suddenly startled.

## **Steroids**

Steroids are manufactured testosterone-like drugs used to increase muscle mass, strength, and endurance. The liver and the cardiovascular and reproductive systems are most seriously affected by steroid use. Psychological effects include very aggressive behavior (“road rage”), severe mood swings, manic episodes, and depression.

Additional helpful information and resources may be found by contacting:

**National Council on Alcoholism and Drug Dependence 1-800-NCA-CALL(1-800-622-2255)**

<http://www.ncadd.org>

DRUG-FREE WORKPLACE STATEMENT

1. INDEPENDENCE COLLEGE OF COSMETOLOGY (hereafter referred to as "this institution") has a policy of maintaining a drug-Free workplace. All employees and students are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of controlled substance (drug and alcohol) is prohibited in our workplace, during breaks or while at lunch.

2. In compliance with the Drug-Free Workplace Act of 1989, this institution's workplace consists of the following locations: **A:** The entire campus facility; **B:** Any location used for an off-site school function, competition, hair show, graduation, etc.; **C:** Employees and students must comply with the policy while off-site, if they are in the service of the institution in any capacity.

3. Non-compliance with the terms in Paragraph 1 (above) may result in the following sanctions being taken by this institution: **A:** Mandatory counseling and rehabilitation program given by a Federal, State or Local health, law enforcement, or other appropriate agency which is approved for purposes of chemical abuse counseling and rehabilitation. (Refer to State and Local Agencies list) or **B:** Suspension or termination of the employee or student or **C:** referral to police and/or prosecutor.

4. All employees and students must read, understand and sign the following statements:  
I understand that the Independence College of Cosmetology, by participating in Title IV Federal Funds Programs, must establish a policy of a Drug-Free Workplace and as an employee or student, I must acknowledge and agree to abide by the terms of this drug-free workplace statement.

I must notify the College of any criminal drug status conviction for a violation occurring in the workplace not later than five days after such conviction.

I understand that this institution has established a Drug-Free Awareness Program to inform employees and students about **A:** The dangers of drug abuse in the workplace; **B:** This institution's policy of maintaining a Drug-Free Workplace; **C:** Any available drug counseling, rehabilitation, and employee or student assistance programs; **D:** The penalties that may be imposed for drug abuse violations occurring at the workplace.

I understand that the College may, at any time, require a random drug and / or alcohol test from any student or staff member.

I have read and understand the conditions explained in Paragraph 4. I have received a copy of this statement and I agree to willingly participate in the Drug-Free Workplace Program.

\_\_\_\_\_  
Student or Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
School Director

\_\_\_\_\_  
Date