Drug & Alcohol Free Environment Program
Notice to Students and Employees

The United States Department of Education's Drug-Free Schools and Communities Act requires that all U.S. institutions of higher education adopt and implement programs to prevent the unlawful possession, use and distribution of illicit drugs and alcohol by students and employees on its property or as part of school related activities. As a part of this requirement, Continental School of Beauty Culture is providing this document to educate students and employees in the area of substance abuse, and to illustrate the school's current substance abuse programs and policies.

Continental recognizes substance abuse in the workplace or school as a danger to personal health and safety. In addition, the unlawful use of controlled substances by employees or students is inconsistent with the School's educational mission. As such, it is the policy of Continental that the unlawful manufacturing, distribution, dispensing, possession, or use of controlled substances on campus or during school related activities is prohibited.

In an effort to promote a drug-free workplace and campus community, Continental urges its employees and students who experience drug-related problems to seek assistance through counseling. Employees who are experiencing performance problems in the workplace may be required to undergo treatment for substance abuse, or be subject to disciplinary action up to and including dismissal. Students violating these policies may face dismissal from the School.

Policy Statement

This institution has a policy of maintaining a drug and alcohol free learning environment. The institution's campus consists of the entire school facility, including parking areas, or off-site locations (i.e. field trips, job placement, luncheons, meetings, etc.)

Possession and consumption of alcoholic beverages or illicit substances is not permitted on campus. Exhibiting characteristics of being under the influence (strong odors, bloodshot eyes, slurred speech, etc.) of alcohol, marijuana or any illicit drugs while on campus may lead to being sent home for the day. Continued violations of this policy will lead to dismissal.

Continental School of Beauty expects all students and employees to abide by State and Federal laws pertaining to possession, use and/or distribution of controlled and illicit substances. For the definitions below, controlled or illicit substances include but are not limited to marijuana, cocaine, heroin, amphetamines, etc. The following behaviors are strictly prohibited at Continental:

Possession of a Controlled Substance – having on one's person, or knowingly being in the presence of, any controlled or illicit substances. Additionally, no one shall possess any prescription medication that is not specifically prescribed to him/her.
Use of a Controlled Substance – taking or consuming a controlled or illicit substance. Methods of use include but are not limited to smoking, injecting, snorting, inhaling, ingesting, etc.
Distribution of a Controlled Substance – providing controlled or illicit substances to others. This includes selling and/or giving a substance to someone else. Giving or selling to someone else medication prescribed to you is strictly prohibited. Additionally, aiding someone else in the distribution of controlled or illicit substances is strictly prohibited.
Possession of Drug Paraphernalia – having on one's person and/or knowingly being in the presence of any device or materials utilized for the consumption and/or distribution of controlled or illicit substances. These include but are not limited to: bowls, bongs, hookahs, scales, etc.

Sanctions for Non-Compliance with the Terms of This Institution's Drug and Alcohol Policy

Violations of these standards of conduct may result in the following action being taken by this institution:

a. The student or employee would be required to actively participate in a drug or alcohol abuse assistance or rehabilitation program approved by federal, state or local health, law enforcement or other appropriate agency.

b. Community service with one of the above stated agencies.

c. Parental notification if the student does not have independent status.

d. Suspension from school or work.

e. Termination of enrollment or employment and referral for prosecution.

Please note, this is not an exhaustive list and provides only a range of typical sanctions.

Attached Schedule C contains a description of the applicable legal sanctions under state law for driving while under the influence of drugs or alcohol, unlawful possession, use, or distribution of illicit drugs and alcohol.

***Federal law prohibits all use, possession, and/or cultivation of marijuana at U.S. educational institutions. Federal law requires any institution of higher education that receives federal funding to have policies in place that prohibit possession, cultivation and/or use of marijuana on campus – this includes Continental School of Beauty Culture. Therefore, the use or possession of marijuana is not permitted on Continental School of Beauty Culture's property, facility, location, campus, building or off-campus events, regardless of any state law permissions.**

Continental will review this policy on a biennial basis to determine its effectiveness.

Schedule A

ALCOHOL USE AND RISKS

Alcohol consumption causes a number of marked changes in cognition and behavior. Even low doses significantly impair judgment and coordination, fine motor control and vision, speech and hearing. Higher doses cause disorientation, confusion, and exaggerated emotional states. Very high consumption of alcohol can cause respiratory depression, unconsciousness, and possibly death. 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 liver. Alcohol combined with other drugs, especially prescription medications can be harmful, even toxic to the body. These interactions can put one at risk for internal bleeding, heart problems, or difficulty breathing. Repeated heavy use of alcohol can lead to dependence, increase risk for certain cancers, liver disease and other health problems. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome (FAS). Infants with FAS can have physical abnormalities and behavioral problems, such as intellectual disabilities. In addition, research indicates that children of alcoholic parents are at greater risk of developing alcohol related problems.

DRUG USE AND RISKS

Drug use can have a wide range of short and long term, direct and indirect effects. It is important to note that alcohol and drugs affect people in different ways based on a variety of physical and psychological factors, such as physical tolerance, body size and gender.

These effects often depend on the specific drug or drugs used and how much and how often they are taken. The following is an example of some of the risks associated with drug use:

Marijuana - Smoking marijuana damages the lungs and pulmonary system and can cause coughing and breathing problems similar to those caused by cigarette smoking. Research has shown that daily marijuana users may function at a reduced intellectual level most or all of the time. Marijuana use can impact fertility by suppressing ovulation and lowering male sex hormones.

Cocaine - The health effects associated with cocaine use include elevated body temperature and blood pressure, increased heart rate, nausea, tremors and muscle twitches, and restlessness. Long-term health effects of cocaine use include malnourishment due to decreased appetite, paranoia and hallucinations, and movement disorders, such as Parkinson's disease.

Amphetamines, methamphetamine - Stimulants can cause increased heart and respiratory rates, elevated blood pressure, and dilated pupils. Larger doses cause rapid or irregular heartbeat, tremors, and physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, high fever, heart failure, and death.

Heroin - Because heroin is generally injected, the use of contaminated needles may result in the contraction of many different diseases, including AIDS and hepatitis. Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, constipation and gastrointestinal cramping and liver or kidney disease.

SCHEDULE B

Listing of the Available Local Drug & Alcohol Counseling, Rehabilitation and Assistance Programs.

DRUG COUNSELING, REHABILITATION AND ASSISTANCE PROGRAMS

Monroe County:

1. Unity Chemical Dependency, 1565 Long Pond Rd., Rochester NY 585-723-7723
2. Strong Recovery, 300 Crittenden Blvd., Rochester, NY 585-275-3161
3. Unity Chemical Dependency, 81 Lake Avenue, Rochester, NY 585-368-6900

Erie County:

1. Renaissance Addiction Services, 920 Harlem Rd., W. Seneca NY 716-827-9462
2. Spectrum Health & Human Services, 326 Orchard Park Rd., W. Seneca NY 716-828-0560

Onondaga County:

1. Helio Health: Willows, 847 James St. #110, Syracuse NY 315-492-1184
2. Conifer Park, 526 Old Liverpool Road, Liverpool, NY 315-453-3911
3. Syracuse Recovery Services, 319 E Water St., Syracuse, NY 315-475-1771

For information about open and closed Alcoholics Anonymous meetings in your area please visit https://alcoholicsanonymous.com/aa-meetings/new-york/

SCHEDULE C

NYS Laws and Penalties Relating to Alcohol and Controlled Substances

The following is a list of several NYS laws regarding alcohol and other drugs, and possible consequences for violating such laws:

The following can be found under the NYS Vehicle and Traffic Laws:

ARTICLE 31 § 1192 (http://ypdcrime.com/vt/article31.htm) the following are classifications for operating a motor vehicle after consuming alcohol or other illicit drugs and, in some instances, the penalties they carry:
Operating a motor vehicle after having consumed alcohol under the age of 21 – BAC .02-.07
Driving While Intoxicated (DWI/DWAI) = BAC of .08 or above; misdemeanor punishable by fine of $500- $1000, licensed revoked for at least six months and possible jail term of one year.
Aggravated Driving While Intoxicated (A-DWI) = BAC of .18 or above; - misdemeanor punishable by fine of $1000-$2500, licensed revoked for at least one year and possible jail term of one year.
Driving While Ability Impaired (DWAI) = BAC more than .05 but less than .07 or other evidence of impairment, traffic violation punishable by fine of $500-$1000, licensed revoked for at least six month and possible jail term of one year.
Driving While Ability Impaired by Drugs = misdemeanor punishable by fine of $500-$1000, licensed revoked for at least six months and possible jail term of one year.
Driving While Ability Impaired by the Combined Influence of Drugs or Alcohol = misdemeanor punishable by fine of $500 - $1000 licensed revoked for at least six months and possible jail term of one year.

The above are for first offenses only. Subsequent offenses carry greater penalties, and are sometimes considered felonies.
In addition to fines and imprisonment, the court shall sentence such a person convicted of or adjudicated a youthful offender for a violation of the above to a term of probation or conditional discharge, as a condition of which it shall order such person to install and maintain an ignition interlock device on any vehicle owned or operated by such person during the term of such probation or conditional discharge.

The following can be found under the NYS Consolidated Laws – Alcoholic Beverage Control Law

§ 65-b – Offense for anyone under the age of 21 years to purchase or attempt to purchase an alcoholic beverage through fraudulent means = no person under the age of 21 years shall present or offer to anyone any written evidence of age which is false, fraudulent, or not actually his own for the purpose of 8 purchasing or attempting to purchase any alcoholic beverage. This is considered a violation, punishable with a fine of $100 and/or up to 30 hours of community service (for first time offense) and/or alcohol awareness program.
§ 65-c – Unlawful possession of an alcoholic beverage with the intent to consume by persons under the age of 21 = $50 fine and/or completion of alcohol awareness program (first time offense).

The following can be found under the NYS Consolidated Laws – Public Health Law

Article 33 § 3304 – Prohibited Acts (Controlled Substances) – It shall be unlawful for any person to manufacture, sell, prescribe, distribute, dispense, administer, possess, have under his control, abandon, or transport a controlled substance. Violations of these laws range in severity from misdemeanors to felonies, punishable by wide range of fines and imprisonment periods.

NYS Penal Law Article 220 "Controlled substance" means any substance listed in schedule I, II, III, IV or V of section thirty-three hundred six of the public health law other than marijuana, but including concentrated cannabis as defined in paragraph (a) of subdivision four of section 3302 of such law. This includes, but is not limited to: methamphetamine, heroin, cocaine, PCP, LSD, Fentanyl, and Fentanyl analogue.

New York State Sanctions for Criminal Possession and Sale of Controlled Substances

(Degree depends upon substance, amount of substance, age of purchaser and prior record)

7th Degree-Class A Misdemeanor; imprisonment up to 1 year

5th Degree-Class D Felony; imprisonment up to 7 years

4th Degree-Class C Felony; imprisonment up to 15 years

3rd Degree-Class B Felony; up to 25 years imprisonment

2nd Degree-Class A-II Felony; up to life imprisonment

1st Degree-Class A-1 Felony; up to life imprisonment

The Marijuana Regulation and Taxation Act (MRTA) legalizes cannabis for adults 21 years of age or older. Adults 21 years of age or older will be allowed to buy and possess up to three ounces of cannabis flower and up to 24 grams of concentrated cannabis (oils, tincture, edibles, vapes, etc.). You will be able to buy cannabis only at a state licensed dispensary.

Cannabis is legal in New York for adults 21 and older, but that doesn't mean you can use it anywhere you want. Cannabis can be consumed in a private home or at a state-licensed on-site consumption site (coming soon). The smoking of cannabis is prohibited anywhere smoking tobacco is prohibited.

Driving under the influence of cannabis is illegal and can slow motor coordination and other skills needed to drive safely. If you drive under the influence of cannabis, you will get a DUI and risk hurting yourself or others. Using cannabis products while driving is illegal.

While it is legal for adults 21 years or older to consume cannabis, employers can still enforce policies that prohibit impairment on the job. Employers are not required to commit any act that would cause them to violate federal law or lose federal funding.