



Drug & Alcohol Free Environment Program Notice to Students and Employees

Part 86, the Drug-Free Schools and Campuses Regulations 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. 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 in the workplace 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. Those convicted of violating a criminal drug statute may face dismissal from the School.

Alcohol & Drug Policy

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 is not permitted on campus. Exhibiting characteristics of intoxication while on campus may lead to dismissal.

Continental School of Beauty expects all students and employees to abide by NYS 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, acid, 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 will 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. Attached Schedule C contains a description of the applicable legal sanctions under federal, state and local law for unlawful possession, use, or distribution of illicit drugs and alcohol.
- b. Community service with one of the above stated agencies.
- c. Termination of enrollment or employment and referral for prosecution.

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

****A conviction for any drug offense while receiving Federal Title IV aid will result in a loss of eligibility for all Federal Title IV aid.**

Schedule A

ALCOHOL USE AND RISKS

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 an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause 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 effect 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, hallucination 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 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.

DRUG USE AND RISKS

Drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health, and other factors. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose, and even death. These health effects may occur after just one use.

Longer-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction. Drug addiction is a brain disorder. Not everyone who uses drugs will become addicted, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life such as food and sex, their ability to control their stress level, their decision-making, their ability to learn and remember, etc. These changes make it much more difficult for someone to stop taking the drug even when it's having negative effects on their life and they want to quit.

Drug use can also have indirect effects on both the people who are taking drugs and on those around them. This can include affecting a person's nutrition; sleep; decision-making and impulsivity; and risk for trauma, violence, injury, and communicable diseases. Drug use can also affect babies born to women who use drugs while pregnant. Broader negative outcomes may be seen in education level, employment, housing, relationships, and criminal justice involvement.

**LISTING OF THE AVAILABLE LOCAL DRUG & ALCOHOL COUNSELING,
REHABILITATION AND ASSISTANCE PROGRAMS.**

SCHEDULE B

DRUG COUNSELING, REHABILITATION AND ASSISTANCE PROGRAMS

Monroe County:

- | | |
|---|--------------|
| 1. Chemical Dependency Outpatient, 1565 Long Pond Rd., Rochester NY | 585-723-7723 |
| 2. Strong Recovery, 2613 W. Henrietta Rd., Rochester, NY | 585-275-5400 |
| 3. Unity Health, 2000 Winton Road South, Rochester, NY | 585-368-4719 |

Erie County:

- | | |
|---|--------------|
| 1. Horizon Health Services, 3345 Southwestern Blvd., Orchard Park NY | 716-886-8200 |
| 2. Spectrum Health & Human Services, 326 Orchard Park Rd., W. Seneca NY | 716-662-2040 |

Cattaraugus County:

- | | |
|--|--------------|
| 1. CARES (Council on Addiction Recovery), 201 S. Union St., Olean NY | 716-373-4303 |
| 2. Cattaraugus County Council, 100 Main St., Salamanca NY | 716-215-2144 |

Onondaga County:

- | | |
|---|--------------|
| 1. Belvedere Addictions Center 344 W. Genesee St., Suite 300 Syracuse | 315-457-4700 |
| 2. Conifer Park, 526 Old Liverpool Road, Liverpool, NY | 315-563-3911 |
| 3. Syr. Behavioral Health-Willows, 847 James St., Syracuse, NY | 315-492-1184 |

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) = BAC of .08 or above; misdemeanor punishable by fine of \$500- \$1000 and/or imprisonment up to 1 yr.

Aggravated Driving While Intoxicated, a) per se. = BAC of .18 or above; b) with a child = any of these violations occurring with a child 15 years or less as passenger; - misdemeanor punishable by fine of \$1000- \$2500 and/imprisonment up to 1 yr. or

Driving While Ability Impaired (DWAI) = traffic violation punishable by fine of \$300-\$500 and/or imprisonment up to 15 days.

Driving While Ability Impaired by Drugs = misdemeanor punishable by fine of \$500-\$1000 and/or imprisonment up to 1 year.

Driving While Ability Impaired by the Combined Influence of Drugs or of Alcohol and Any Drug or Drugs = misdemeanor punishable by fine of \$500 - \$1000 and/or imprisonment up to 1 yr.

*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 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.