

## Robert Fiance Beauty Schools Drug Prevention Program

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 Robert Fiance Beauty Schools 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 expulsion or termination from employment.

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. Examples of penalties found in federal law for drug trafficking are included (Appendix A)

Recent federal anti-drug laws affect a number of areas in everyone's lives. Students could lose eligibility for financial aid, could be denied of 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, has the authority to evict residents and members of their household who are involved with drug-related crimes on or near the public housing premises. Businesses could lose federal contracts if the company does not promote a drug-free environment. Finally, a record of a felony or conviction in a drug-related crime may prevent a person from entering certain careers.

The laws of the state of New Jersey 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 automobile insurance or even lose their driver's license and end up in prison.

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, US Customs Service, Federal Bureau of Investigation and the US Coast Guard.

Here are a few legal facts of which you should be aware of: It is a crime to hold someone else's drugs. It is a crime to sell fake drugs. You can be arrested if you are in a house (or school) where people are using drugs, even though you are not. You can be charged with possession of drugs even if it is 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 substances for non-medical reasons to affect the body and its processes, the mind and nervous system and behavior. The

abuse of drugs can affect a person's physical and emotional health and social life. Alcohol is the most abused drug in the United States.

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 moving, 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 himself 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 a wide range of skills needed for safe driving, such as thinking. 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. A description of controlled substances and their effects is included. (Appendix B)

There are drug and alcohol counseling, treatment and rehabilitation facilities available in our area where you can seek advice and treatment. The Yellow Pages of the local telephone book is an excellent source as well as the internet. You may contact any of the following agencies below for assistance and referral to treatment centers nearest you.

<b>Alcohol Treatment Referral Hotline</b>	1-800-ALCOHOL
Provides help and referrals for people with Concerns about drug or alcohol use 24/7	
<b>Cocaine Hotline</b>	1-800-COCAINE
Provides treatment referrals and some drug information 24/7	
<b>Center for Substance Abuse Treatment</b>	1-800-662-HELP
National Drug and Alcohol Treatment Referral Service can link the caller to a variety of hotlines that provide treatment referrals 24/7	
<b>National Council on Alcoholism and Drug Dependence</b>	1-800-622-2255
Will refer the caller to a local affiliate office 24/7	

You may want to contact any of the above agencies listed above to discuss the treatment you seek and/or request a local referral to a treatment center.

Dependency upon drugs can only lead to a life of misery and misfortune. The illegal use or abuse of drugs have a very high impact on our society and the type of crimes committed. To support a drug habit, people must resort to many things which can only lead to a life of horror and in some instances, death.

The dollar cost can range from \$200.00 to \$2,000.00 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 4 weeks can cost from \$5,000.00 to \$15,000.00. Out-patient programs cost from \$1,000.00 to \$5,000.00. Who pays for these treatments? There may be programs which cover the costs. One way or another, the person and the tax-payer pays!!! 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 are:

- √ Abrupt changes in mood or attitude
- √ Continuing slump at work or school
- √ Continuing resistance to discipline at work or school
- √ Cannot get along with family or friends
- √ Unusual temper or flare-ups
- √ Increased borrowing of money
- √ Heightened secrecy
- √ A complete new set of friends

We recommend that any person observing any of the above changes in either staff or students immediately notify the School's Supervisor or the Director's Office. 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 drug problem is necessary, the individual and his/her family should be counseled on the need for assistance. Records must be maintained of any counseling provided to the individual. There are clinics in the school's vicinity which can render assistance. Treatment 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 law authorities should be immediately contacted.

Staff and Students who violate these standards of conduct subject themselves to disciplinary action. Students are reminded that as a precondition to accepting a Pell Grant that they sign a certificate stating that they would not engage in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance during the period covered by the Pell Grant. A Pell Grant recipient convicted of a criminal drug offence resulting from a violation occurring during the period of enrollment covered by the Pell Grant must report the conviction in writing, within 10 days of the conviction, to the Director, Grants and Contracts Service, US Department of Education 400 Maryland Avenue, S.S. Room 3073, FOB-6 Washington, DC 20202-4571. Failure to report the conviction should lead to LS&T or debarment.

The Staff, upon being hired by the Robert Fiance Beauty Schools, receive a briefing and acknowledge in writing that they understand the provisions of the Drug-Free Workplace Act of 1988. Employees must notify the Directors Office, in writing, of a conviction of a criminal drug statute occurring in the workplace, within 5 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.

#### **Health Risks Associated with Alcohol**

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 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 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 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 a greater risk than other youngsters of becoming alcoholics.

<b>Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</b>				
<b>Schedule</b>	<b>Substance/Quantity</b>	<b>Penalty</b>	<b>Substance/Quantity</b>	<b>Penalty</b>
II	Cocaine 500-4999 grams mixture	<p><b>First Offense:</b> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p><b>First Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p><b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 Grams Mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl 400 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
<b>Substance/Quantity</b>		<b>Penalty</b>		
Any Amount Of Other Schedule I & II Substances		<p><b>First Offense:</b> Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		<p><b>First Offense:</b> Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Any Amount Of All Schedule V Drugs		<p><b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p><b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

<b>Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances</b>	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<b>First Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual. <b>Second Offense:</b> Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<b>First Offense:</b> Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual. <b>Second Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual. <b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hasish More than 10 kilograms	<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hasish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	
Hasish 10 kilograms or less	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hasish Oil 1 kilogram or less	

DESCRIPTION OF HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ABUSE OF ALCOHOL

Controlled Substances - Uses & Effects							
Classification	Drug Name	Common or Brand	Dependence	Potential	Acute Effects	Health Risks and Effects of Long-term Use*	Overdose Effects
			Physical	Psycho-logical			
ALCOHOL	Ethanol	Beer Wine Distilled Liquor	High High High	High High High	<ul style="list-style-type: none"> <li>Lowered Inhibitions</li> <li>Impaired Judgement, Vision</li> <li>Loss of Motor Skills, Coordination</li> <li>Slurred Speech</li> </ul>	<ul style="list-style-type: none"> <li>Hypertension</li> <li>Liver Damage</li> <li>Cardiovascular Disease</li> <li>Toxic Psychosis</li> <li>Neurologic Damage</li> <li>Addiction with Severe Withdrawal</li> </ul>	<ul style="list-style-type: none"> <li>Coma</li> <li>Possible Death</li> </ul>
	NARCOTICS	<ul style="list-style-type: none"> <li>Opium</li> <li>Morphine</li> <li>Codeine</li> <li>Heroin</li> <li>Meperidine</li> <li>Other</li> </ul>	<ul style="list-style-type: none"> <li>Paregoric, Dover S Power</li> <li>Morphine</li> <li>Tylenol W/Codeine, Robitussin</li> <li>Heroin</li> <li>Demerol, Pethadol</li> <li>Dilaudid, Lantina, Percodan</li> </ul>	High High High High High High	High High High High High High	<ul style="list-style-type: none"> <li>Euphoria, Drowsiness</li> <li>Respiratory Depression</li> <li>Constricted Pupils</li> <li>Nausea, Vomit</li> <li>Analgesia (Pain Relief)</li> </ul>	<ul style="list-style-type: none"> <li>Loss of Appetite</li> <li>Constipation</li> <li>Risk of AIDS &amp; Hepatitis from I.V. Drug Use</li> </ul>
DEPRESSANTS		Chloral Hydrate Barbiturates	<ul style="list-style-type: none"> <li>Noctec, Somnos</li> <li>Nembutal, Phenobarbitol, Seconal, Tuinol</li> </ul>	Moderate High	Moderate High	<ul style="list-style-type: none"> <li>Slurred Speech</li> <li>Disorientation</li> <li>Drunken Behavior Without the Odor of Alcohol</li> <li>Euphoria</li> <li>Lowered Inhibitions</li> <li>Loss of Motor Skills</li> <li>Blackouts</li> <li>Relaxation, Depression</li> <li>Hallucinations</li> </ul>	<ul style="list-style-type: none"> <li>Addiction with Withdrawal</li> <li>Toxic Psychosis</li> <li>Weak, Rapid Pulse</li> <li>Hallucinations</li> <li>Nausea</li> <li>Seizures</li> <li>Insomnia</li> <li>Anxiety</li> <li>Tremors</li> <li>Dizziness</li> <li>Loss of Peripheral Vision</li> </ul>
	Gamma Hydroxybutric Acid	Date Rape Drug, Liquid Ecstasy, Cherrymeth,	Moderate-High	High	<ul style="list-style-type: none"> <li>Lowered Inhibitions</li> <li>Loss of Motor Skills</li> <li>Blackouts</li> <li>Relaxation, Depression</li> <li>Hallucinations</li> </ul>	<ul style="list-style-type: none"> <li>Loss of Peripheral Vision</li> </ul>	<ul style="list-style-type: none"> <li>Possible Death</li> <li>May be Toxic if mixed with Alcohol</li> </ul>
	Gamma Butyrolactone Glutathimide Ketamine Methaqualone Tranquilizers	<ul style="list-style-type: none"> <li>GBL</li> <li>Doriden</li> <li>Special K, K</li> <li>Optimil, Parest, Quaalude, Sopor</li> <li>Equanil, Valium, Tranxene</li> <li>Serax, Xanax, Rohyphal, Dalmane, Dormate, Placidyl, Valmid</li> </ul>	Unknown High Unknown High Moderate	Unknown High Unknown High High		High	High
STIMULANTS	<ul style="list-style-type: none"> <li>Cocaine</li> <li>Amphetamine</li> </ul>	<ul style="list-style-type: none"> <li>Cocaine Hydrochloride</li> <li>Benzadrine, Biphphetamine, Desoxym, Dexamdrine</li> <li>Preludin</li> <li>Ritalin</li> <li>Cylert, Didrex, Pre-Sate, Sanorex, Voranil</li> <li>Ecstasy, MDMA</li> </ul>	Possible Possible	High High	<ul style="list-style-type: none"> <li>Feeling of Well-Being</li> <li>Excitation, Euphoria</li> <li>Increased Alertness</li> <li>Increased Blood Pressure, Pulse</li> <li>Insomnia, Appetite Loss</li> </ul>	<ul style="list-style-type: none"> <li>Delusions, Hallucinations (Toxic Psychosis)</li> <li>Possible Organ/Tissue Damage</li> </ul>	<ul style="list-style-type: none"> <li>Agitation</li> <li>Temperature Increase</li> <li>Hallucinations</li> <li>Convulsions</li> <li>Heart Attack, Stroke</li> <li>High Blood Pressure</li> <li>Loss of Consciousness</li> <li>Seizures</li> </ul>
	Phenmetrazine Methylphenidate Other		Possible Possible	High High			
	Methylenedioxy-methamphetamine		Low	High			
HALLUCINO-GENICS	<ul style="list-style-type: none"> <li>LSD</li> <li>Mescaline</li> <li>Psilocybin</li> <li>MDA</li> <li>PCP</li> </ul>	<ul style="list-style-type: none"> <li>Acid, Lysergic Acid</li> <li>Peyote, Peyote Buttons, Mescalitor</li> <li>Magic Mushrooms, Shrooms</li> <li>Angel Dust, Crystal, Camyfan (Veterinary)</li> </ul>	Low Low Low Unknown Unknown	Unknown Unknown Unknown Unknown Unknown	<ul style="list-style-type: none"> <li>Dilated Pupils</li> <li>Increased Blood Pressure, Pulse</li> <li>Delusions/Hallucinations</li> <li>Distorted Perception of Time, Space, and Reality</li> </ul>	<ul style="list-style-type: none"> <li>Hallucinogens, Especially LSD, may Intensify Existing Psychosis</li> <li>Possible Violent Behavior</li> </ul>	<ul style="list-style-type: none"> <li>Intense Bad Trips</li> <li>Psychosis</li> <li>Possible Sudden Death</li> </ul>
	INHALANTS	Airplane Glue Lighter Fluid Aerosols Spray Paints Paint Thinner Gasoline Poppers	<ul style="list-style-type: none"> <li>Active Ingredient: Toluene</li> <li>Active Ingredient: Naphalene</li> <li>Active Ingreed.: Chloropluorocarbon</li> <li>Active Ingreed.: Petroleum Distillate</li> <li>Active Ingreed.: Petroleum Distillate</li> <li>Active Ingreed.: Petroleum Distillate</li> <li>Active Ingreed.: Amyl/butyl Nitrite</li> </ul>	Unknown Unknown Unknown Unknown Unknown Unknown Unknown	Unknown Unknown Unknown Unknown Unknown Unknown Unknown	<ul style="list-style-type: none"> <li>Slurred Speech</li> <li>Drunken Behavior</li> <li>Impaired Judgement</li> <li>Poor Coordination</li> </ul>	<ul style="list-style-type: none"> <li>Hallucinations</li> <li>Possible Damage to Bone Marrow, Lungs, Kidneys, Liver, Heart, Brain, Eyes</li> </ul>
CANNABIS		<ul style="list-style-type: none"> <li>Marijuana</li> <li>Hashish</li> <li>Hash Oil</li> </ul>	Grass, Pot, Weed, Dope Hash	Low Low Low	Moderate Moderate Moderate	<ul style="list-style-type: none"> <li>Tachycardia, Reddened Eyes</li> <li>Euphoria, Profound Humor</li> <li>Altered Time/Space Perception</li> <li>Short-Term Memory Loss</li> <li>Increased Appetite</li> </ul>	<ul style="list-style-type: none"> <li>Cardiovascular Damage as with Smoking Tobacco</li> </ul>
	TOBACCO	Nicotine	Cigarettes Cigars	Moderate Moderate	High High	<ul style="list-style-type: none"> <li>Relaxation</li> <li>Stimulation</li> </ul>	<ul style="list-style-type: none"> <li>Cardiovascular Disease</li> <li>Respiratory Illness</li> </ul>

\* Alcohol and other drug use during pregnancy increases risk of physical harm to fetus

† Psychoactive drug effects refer to use at a greater than prescribed therapeutic dosage level

‡ Additional risk of harm from toxic impurities in street drugs