

DRUG AND ALCOHOL POLICY

Policy Information

The purpose of this document is to further expand the information found in the Catalogue, and informs you, The Future Professional, of the official Drug and Alcohol Policy of THE TEMPLE: A Paul Mitchell Partner School. This Policy is a requirement of the U.S. Department of Education and a copy will be retained in the School files to document that all Future Professionals and Employees are aware of it.

“The Drug Free Schools and Communities Act Amendments, P.L. 101-226 requires that State, as well as local, educational agencies, must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.”

Future Professionals are hereby notified that the use, possession, or distribution of illicit drugs and alcohol is wrong and harmful. Therefore, standards of conduct that are applicable to all Schools in the State of Maryland, prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by Future Professionals on school premises or as part of any institutional activities.

Disciplinary sanctions will be imposed on Future Professionals who violate standards of conduct required by this policy. Such sanctions will be consistent with local, state and federal laws, up to and including probation, suspension, and expulsion, as well as referral for prosecution. Completion of an appropriate rehabilitation program may also be recommended.

There are numerous legal sanctions under local, state, and federal laws, which can be used to punish violators. Penalties can also be applied. These 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.

Future Professionals 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.

Here are a few legal facts of which you should be aware:

1. It is a crime to hold someone else's dope.
2. It is a crime to sell fake dope.
3. You can be arrested if you are in a house (or a school) where people are using drugs, even though you are not.
4. You are considered to possess, under legal terms of "constructive possession," dope that is in your locker, purse, car, or house.

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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. This can include substances legally prescribed as well as those considered illegal. The abuse of drugs can affect a person's physical and emotional health and social life.

Alcohol and tobacco are the most abused drugs 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 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 the 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.

There are drug or alcohol counseling, treatment, and rehabilitation facilities available in our area where you can seek advice and treatment. The yellow pages of the Frederick telephone book, is an excellent source. Look under the heading "Drug Abuse & Addiction - Information and Treatment." The Maryland State Drug and Alcohol Abuse Program (ADAA) has a web site at:

<http://maryland-adaa.org>

Alcohol and Drug Abuse Administration

55 Wade Avenue
Catonsville, MD 21228
Phone: (410) 402-8600
Fax: (410) 402-8601

There are also national organizations one can contact for help. The Alcoholism and Drug Abuse Hotline is open 24 hours, 1-800-252-6465. The Cocaine Hotline, 1-800-444-9999 is open 24 hours a day. The National Institute on Drug Abuse Hotline is available 8:00am-2:00am, Monday through Friday and 1 1:00am - 2:00am on weekends, 1-800-662-4357.

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:

1. Abrupt changes in mood or attitude
2. Continuing slump at work or school
3. Continuing resistance to discipline at home or school
4. Cannot get along with family and friends
5. Unusual temper flare-ups Increased borrowing of money Heightened secrecy
6. A complete new set of friends

We recommend that any person observing any of the above changes in either staff or Future Professionals, immediately notify THE TEMPLE: A Paul Mitchell Partner School Management Team. 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 the individual.

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There are clinics in the school's vicinity, which can render assistance. Treatment must be an expense borne by the Future Professional. The school can only offer advice in a limited manner. If the individual is in immediate danger of harming him/herself or others, local law authorities will be immediately contacted.

Statement of Understanding

I understand that the standards of conduct of THE TEMPLE: A PAUL MITCHELL PARTNER SCHOOL, clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by Future Professionals on the property, or as part of ANY of its activities.

I understand that possession, use, or distribution, as mentioned above, can result in prosecution by Local, State, or Federal authorities and conviction can result in a fine, imprisonment, or both.

I understand that in addition to being illegal, there is a substantial health risk associated with use of illicit drugs, as well as with the abuse of legal drugs such as alcohol and tobacco. Such risk can range from impairment of mental abilities to death. Consequently, all alcohol and tobacco product are PROHIBITED on the grounds of THE TEMPLE: A Paul Mitchell Partner School at all times, for ANY event.

I understand that violation of this policy occurs if there is REASONABLE evidence of the illegal activity and that THE TEMPLE will take action against me that can include suspension or termination. In addition, all evidence of the activity will be referred to all appropriate law enforcement agencies. Before a Future Professional who has been suspended or terminated under this policy can be reinstated, documented evidence of satisfactory participation, or completion, of a recognized rehabilitation program must be presented along with a written request for such reinstatement. Decision of the Owner is final on any action under this policy.

I am aware that the location and telephone number of the area counseling, treatment, or rehabilitation center is posted on the school bulletin board and that School Personnel will assist in making contact as appropriate.

I understand that ALL School lockers, closets, desks, cabinets, drawers, and other various storage locations, are the property of THE TEMPLE: A Paul Mitchell Partner School and may be opened and searched at any time.

Signature and Witness

Signature of Future Professional	
Name (printed)	
Date	
WITNESS for THE TEMPLE: A Paul Mitchell Partner School	
Name (printed)	
Date	