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## ELEGANCE INTERNATIONAL DRUG-FREE SCHOOL POLICY

This document has been designed to inform Elegance International students, prospective students and staff of the requirements of the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, and the policies that Elegance International (EI) requires of its students, staff and faculty. EI students, staff and faculty are prohibited from the unlawful manufacture, distribution, possession, or use of illicit drugs or alcohol. This prohibition applies while on EI campuses or when participating in any EI activity. Students or employees who violate this policy are subject to disciplinary action up to and including expulsion or termination from employment (refer to the EI student conduct policy for additional details regarding disciplinary actions).

Students may obtain information pertaining to the health risks and effects associated with alcohol and narcotics or other dangerous or illegal drugs (See Appendix C) from the Student Services Office. The Student Services Office will also assist in referring students to recovery and/or treatment programs. Specific school policies prohibit:

- Use, possession, sale, distribution and/or production of alcoholic beverages, acting as an accessory, liaison, or facilitator for any of
  - the above except at a time, location and circumstance expressly permitted by EI and government regulations
- Use, possession, sale, distribution, and/or production of narcotics or other controlled substances, including related paraphernalia, or
  - acting as an accessory, liaison, or facilitator for any of the above.
- Public intoxication anywhere on EI's premises or at functions sponsored by or participated in by EI.

Note: Responsibility is not diminished for acts in violation of Elegance International rules and regulations or other laws that are committed under the influence of alcohol or any illegal drugs or controlled substances.

Recent federal anti-drug laws affect a number of areas in everyone's lives. EI students violating this policy could lose eligibility for financial aid or 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. 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.

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. Important facts to be aware of include:

- 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 an institution) where people are using drugs, even though you are not.
- You can be charged with possessing drugs even if it is not found on you personally.
- You are considered to possess, under legal terms of constructive possession," drugs found in your locker, purse, car, or house.

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. People tend to lose their sense of responsibility and coordination. Restlessness, irritability, anxiety, paranoia, depression, slowed movement, 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 themselves to all sorts of health risks, drug use can and, in many instances does, cause grief and discomfort to innocent people.

A drug-induced 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. In certain cases, students and employees may be referred to counseling sources and/or substance abuse help centers. If such a referral is made, continued enrollment or employment will be subject to successful completion of any prescribed counseling or treatment programs. Students

who believe that they have a substance abuse problem and are seeking treatment may contact the Student services for counseling assistance. Elegance International offers free psychological counseling to currently enrolled students. To request a referral for psychological counseling, contact a Student Services manager, all such matters will be handled confidentially.

There are also drug or alcohol counseling, treatment and rehabilitation facilities available in the local area where individuals can seek advice and treatment. The yellow pages of the local telephone book are an excellent source. Look under the heading "Drug Abuse and Addiction –Information and Treatment."

National organizations also offer help, information and resources. The Alcoholism and Drug Abuse Hotline is open 24 hours, 1-800-252-

6465. The Cocaine Hotline, 1-800-444-9999, is also open 24 hours a day. The National Institute on Drug Abuse Hotline is available from 8:00 a.m. to 2:00 a.m., Monday through Friday, and 11:00 a.m. to 2:00 a.m. on weekends, 1-800-662-4357.

Dependency upon drugs can only lead to a life of misery and misfortune. The illegal use or abuse of drugs has a very high impact on our society and the types of crimes committed. To support a drug habit, people may resort to many things that can lead to a life of misery or, in some instances, death. See Appendix C for a complete list of the Health Risks associated with alcohol dependency.

The dollar costs can range from \$200 to \$3,000 per week to support a habit. More importantly, a drug habit impacts a person's family, lifestyle, education 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 to \$15,000. Outpatient programs cost from \$1,000 to \$5,000. Who pays for these treatments? There may be programs that cover the costs. One way or another, the person and the taxpayer 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 of drugs are:

- Abrupt changes in mood or attitude
- Continuing slump at work or in school
- Continuing resistance to discipline at home or school
- Inability to get along with family or friends
- Regular temper flare-ups
- Increased borrowing of money
- Heightened secrecy/isolation
- Acquiring a whole new set of friends.

EI requires that any person observing any student or staff engaging in prohibit drug or alcohol use on campus immediately notify the Safety and Security Manager. Caution must be observed, however, to avoid wrongful accusation of a person suspected of taking drugs as an improper accusation could lead to embarrassment to both the individual and the Institution. Once it has been determined by management that assistance to overcome the problem is indicated, the individual and his/her family should be counseled on the need for assistance. Confidential student records will be maintained of any such counseling provided to an individual. EI can only offer limited psychological counseling and advice. Additional support or treatment must be an expense borne by the student. If the individual is in immediate danger of harming himself/herself or others, local law authorities and

immediate family members will be contacted immediately by MI staff.

Students and staff who violate the EI standards of conduct subject themselves to disciplinary action. Faculty, staff, and students employed under the Federal Work Study Program are issued a copy of this policy to educate them to the provisions of the Drug-Free Workplace Act of 1988. (Institutions participating in campus-based programs must maintain drug-free workplaces.) Employees must notify the EI Human Resource Manager in writing of a conviction of a criminal drug statute occurring in the workplace within five days after receiving the conviction.

Disciplinary action for a violation of the student conduct policy regarding alcohol or illicit drugs can range from oral and written warnings up to and including suspension, expulsion depending on the circumstances (refer to the EI student conduct policy for additional details regarding disciplinary actions).

It is the intent of Elegance International's administration to review the effectiveness of the campus Drug Prevention program on a biennial basis to ensure:

- The effectiveness of the program and to modify where necessary.
- That sanctions are consistently enforced.
- A record of reviews will be kept. These reviews will be maintained and available to appropriate agencies as required.

## APPENDIX C

### HEALTH RISKS ASSOCIATED WITH ALCOHOL

Alcohol and or illicit drug use 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 or illicit drugs also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol or illicit drugs may 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 or illicit drugs will produce the effects just described.

Repeated use of alcohol or illicit drugs can lead to dependence. Sudden cessation of I intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Withdrawal from these substances can be life threatening.

Long-term consumption of large quantities of alcohol or illicit drugs, 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. Mothers using illicit drugs during pregnancy endanger the health of the fetus and risk giving birth to a drug dependent infant.

## ATTACHMENT B

### DRUG-FREE SCHOOLS AND COMMUNITIES ACT OF 1989

The Congress of the United States has established legislation, which requires educational institutions to provide information to students and employees regarding illicit drugs and alcohol abuse. This legislation is commonly referred to as the Drug Free Schools and Communities Act of

1989. Colleges and universities are required to certify that they attempt to prevent the unlawful possession, use, and/or distribution of drugs and alcohol by students and employees.

Elegance International is committed to maintaining a drug-free environment for students and employees. Policies and information pertaining to alcohol and substance abuse are found in the Drug Prevention Program section of this policy. Elegance International is committed to maintaining a drug-free environment for students and employees. Any students who would like to receive additional information or confidential assistance may contact the Student Services office.

