



Drug and Alcohol Abuse Prevention Program

It is the goal and policy of Carsten Institute of Cosmetology to provide a drug-free environment for all students and employees. To achieve this goal and to comply with federal law, the Institute prohibits the unlawful sale, manufacturing, distribution, possession, and use of controlled substances on its property or as part of any of its activities.

Every Carsten Institute of Cosmetology student and employee must abide by the terms of this policy, by applicable policies of the National Accrediting Commission of Career Arts and Sciences (NACCAS), the Arizona State Board of Cosmetology, and Carsten Institute of Cosmetology; plus abide by local, state, and federal laws regarding the unlawful possession or distribution of illicit drugs and alcohol.

Carsten Institute of Cosmetology embraces the spirit of the public law that requires schools to provide a drug-free campus and work place. The institute will abide by the law as outlined in the following policy. As part of our institutional philosophy, we are dedicated to the advancement and wellbeing of the population we serve. As such, all students and employees are encouraged to abstain from the use of illegal drugs and irresponsible use of alcohol.

Under federal legislation entitled the Drug-Free Schools and Communities Act Amendments of 1989, no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including any federally funded or guaranteed student loan program, unless it has adopted and has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. The Act requires the annual distribution of the following information to all students and employees.

Carsten Institute of Cosmetology has zero tolerance for the use of drugs and alcohol or illegal drugs on the Institute premises. The possession, use or sale of drugs and alcohol beverages to underage students is illegal and prohibited by the law and can be penalized. Possession, use and sale of illegal drugs and controlled substances make it a crime and can be penalized by the state and federal laws.

I- Standards of conduct

Carsten Institute of Cosmetology students and employees are subject to all applicable drug and alcohol policies, including policies set forth in the Institutes Employee Manual, the Student Manual, and Carsten Institute of Cosmetology Catalog. Carsten Institute of Cosmetology urges that students and employees stay away from any drugs or alcohol during school and work time. Being alert and sober is crucial for learning capabilities.

2- Disciplinary sanctions for violations of the standards of conduct and possible legal sanctions and penalties.

Carsten Institute of Cosmetology students and staff must know that the use, possession or sale of any illegal drugs and/or alcohol is prohibited on the Institute premises and any violation of the law will be subject to suspension, expelling from the school and or termination of the contract. Students and staff must know that it is a crime penalized by the law. Sanctions under federal and state law for the unlawful possession or distribution of illicit drugs and alcohol can be found on the information board in the lunchroom.



Students:

Sanctions will be imposed on a student who violates a Carsten Institute of Cosmetology drug or alcohol policy. These sanctions may include a verbal warning, written warning, disciplinary probation, suspension or termination and may also include the requirement that the student participate in a drug rehabilitation program. The above sanctions will be documented and placed in the student file.

Employees:

Sanctions will be imposed on an employee who violates the Institute's drug or alcohol policy. Those sanctions may include progressive disciplinary action as followed:

Verbal notice, written warning, suspension without pay, final written warning and termination of employment, and the requirement that the employee participate in a drug rehabilitation program.

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Carsten Institute of Cosmetology recognizes that drug and alcohol abuse and independence can cause harmful effects to virtually every aspect of a person's life: i.e. relationships, family, job, school, physical, and emotional health. Recent federal anti-drug laws could affect a number of areas on the lives of our students and employees. Students 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. Businesses could lose federal contracts if the company does not promote a drug-free environment. Finally a record of a felony or conviction of a drug-related crime may prevent a person from entering certain careers.

Any student or employee, who suspects either they or someone else may be at risk, is invited to seek services that can be of help. The school maintains drug and alcohol education information and a list of counseling and support services which can be obtained in the Administrative Office. Helpful links can also be found on page 8 of this policy. We have designated a contact person who is available to hear student and employees concerns regarding drug and alcohol education and provide lists of services in the community. Issues discussed with the contact person will be kept confidential.

The contact person is the School Director who can be reached at 480-491-0449/email: directoraz@Carsten.edu



Procedures to distribute information

Current Students:

During Orientation new students receive a copy of the Drug and Alcohol Abuse Prevention Program. The students sign a form of acknowledgement. In the event updates are made notification will be sent via email with a copy of the revised policy attached.

Employees:

Notification of the information contained in the DAAPP is distributed to all current employees of the college on an annual basis via email. New employees are provided a copy in the orientation process.

Potential students and employees:

The DAAP is available on Carsten Institute of Cosmetology's website (<http://www.carsteninstitute.com/>)

From Fine law records -

"Drug distribution or trafficking laws penalize the selling, transportation and illegal import of unlawful controlled substances such marijuana, cocaine, heroin, amphetamines and other illegal drugs. Drug trafficking is a felony, Drug distribution or trafficking also applies to the illegal distribution of prescription drugs, such as pain killers or sleeping pills".

The law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance under the Controlled Substance and Alcohol Act. The penalties include but are not limited to incarceration, fines, inability to possess a firearm and potential ineligibility to receive financial aid.

Drug Paraphernalia Penalties - Arizona

If convicted of a Phoenix Arizona drug crime including drug paraphernalia charges your sentence may vary depending on which court you are in, how your drug crime was classified, and if the paraphernalia charges were single or coupled with other offenses. A misdemeanor drug paraphernalia conviction can expose you to jail terms upwards of 6 months, fines, probation, drug counseling, and community service. A felony exposes you to jail up to year, prison up to 2 years, probation up to 3 years, drug testing, drug counseling, fines, and community service.

How to identify if someone is using drugs or alcohol and Health Risk:

There are danger signals that could indicate when someone is in trouble with drugs or Alcohol:

Abrupt changes in mood or attitude, unusual temper flare-ups, continuing slump at work or school, increased borrowing of money, continuing resistance to discipline at home or school, heightened secrecy, cannot get along with family or friends, a completely new set of friends.



Taking a highly addictive drug:

Some drugs, such as stimulants, cocaine or painkillers, may result in faster development of addiction than other drugs. However, taking drugs considered less addicting so-called "light drugs" could start you on a pathway of drug use and addiction.

The effects of overdose:

Nausea, vomiting, abdominal cramps, diarrhea, dizziness, loss of balance, seizures, drowsiness, hallucinations, loss of consciousness, trouble breathing, difficulty walking, agitation, aggression or violence, enlarged pupils, tremors, convulsions, hallucinations or delusions.

Types of Substance Addictions:

The American Psychiatric Association lists alcohol, amphetamines, barbiturates, cocaine, narcotics, nicotine, and many other chemicals as addictive substances. People are considered chemically dependent if they meet three or more of the following criteria during a 12-month period:

Needing more of the substance to "feel good" or achieve intoxication, having withdrawal symptoms after stopping use or using the substance to avoid those symptoms (see the link for withdrawal symptoms for alcohol, cocaine, narcotics and nicotine below), using more of the substance than usual, or for longer than intended, continuing desire for the substance or unsuccessful attempts to cut down or stop using it, spending a lot of time to obtain, use, or recover from the substance, giving up or cutting back on important social, work-related, or recreational activities, continuing to use the substance even though it's causing problems.

Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers)

Known Risks: Addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

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 causes marked impairment 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 withdraw 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 the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities.

Marijuana

Impairs short-term memory, thinking, and physical coordination.

Known Risks: Can cause panic reaction, increased risk of lung cancer and emphysema, can interfere with judgment, attention span, concentration, and overall intellectual performance, impairs driving ability, may cause psychological dependence and compromise the immune system.

Cocaine

Known Risks: Cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis, similar risks are associated with other stimulants, such as speed and uppers.

Heroin

Can be injected, inhaled by snorting or sniffing, or smoked. All three routes of administration deliver the drug to the brain very rapidly, which contributes to its health risks and to its high risk for addiction, which is a chronic relapsing disease caused by changes in the brain and characterized by uncontrollable drug-seeking, no matter the consequences.

Known Risks: Constipation, loss of appetite, lethargy, respiratory depression.

Opium

Opium is a highly addictive narcotic drug acquired in the dried latex form from the opium plant.

Known Risks: The harmful effects that opium has on the body will depend largely on the method of opium use, the length of time that the drug is used and the individual person. If opium is refined to Morphine or Heroin and then it is injected, the dangers and harmful effects on the body can be dramatically increased. However, even smoking opium can have lasting effects on the body as the chemicals pass into the lungs and are absorbed into the blood vessels to be sent to the brain. When opium is smoked, the chemicals enter the lungs and are then dispersed through the blood and make their way into all other organs of the body. The eyes become pinpoints and breathing slows down.

Amphetamines

Amphetamines are stimulant drugs, which means they speed up the messages traveling between the brain and the body.

Known Risks: If a large amount or a strong batch is taken, it could also cause an overdose Racing heartbeat, fits, passing out, stroke, heart attack and death.

Barbiturates

Drugs used to help a person sleep.

Known Risks: They have long been recognized to have serious dangers; the greatest being the dosages to create a desirable affect—the ability to sleep when a person is suffering from insomnia—is not far from the lethal dose of the drug. In other words, it does not take much of an overdose to kill a person.



Methylenedioxymethamphetamine (MDMA)

An amphetamine-based, hallucinogenic type drug that is taken orally, usually in a tablet or capsule form.

Known Risks and Effects: Lasts 3-6 hours, enables dancers to dance for long periods of time, and increases the chances of dehydration, hyper tension, heart or kidney failure, and increased body temperature, which can lead to death. Long-term effects include confusion, depression, sleep problems, anxiety, paranoia, and loss of memory.

Methamphetamine

A central nervous system stimulant, often found in pill, capsule, or powder form, that can be snorted, injected, or smoked.

Known Risk and Effects: Displays signs of agitation, excited speech, lack of appetite, and increased physical activity. Often results in drastic weight loss, violence, psychotic behavior, paranoia, and sometimes damage to the heart or nervous system.

Rohypnol

Tasteless and odorless sedative, easily soluble in carbonated beverages, with toxic effects that are aggravated by concurrent use of alcohol.

Known Risk and Effects: Can cause anterograde amnesia, which contributes to Rohypnol's popularity as a "date rape" drug. Can cause decreased blood pressure, drowsiness, visual disturbances, dizziness, and confusion.

Lysergic Acid Diethylamide (LSD)

Hallucinogen that causes distortions in sensory perception, usually taken orally either in tablet or capsule form. Often sold on blotter paper that has been saturated with the drug.

Known Risk and Effects: Effects are often unpredictable and may vary depending on dose, environment, and the user. Causes dilated pupils, higher body temperature, increased heart rate and blood pressure, sweating, dry mouth, and tremors. Can cause numbness, weakness and nausea.

Long-term effects may include persistent psychosis and hallucinogenic persisting perception disorder, commonly known as "flashbacks."

Ketamine

Categorized as a "dissociative" is used in powdered or liquid form as an anesthetic, usually on animals. It can be injected, consumed in drinks, snorted, or added to joints or cigarettes.

Known Risk and Effects: Short- and long-term effects include increased heart rate and blood pressure, nausea, vomiting, numbness, depression, amnesia, hallucinations and potentially fatal respiratory problems. Ketamine users can also develop cravings for the drug. At high doses, users experience an effect referred to as "K-Hole," an "out of body" or "near-death" experience. Due to the detached, dreamlike state it creates, where the user finds it difficult to move, ketamine has been used as a "date-rape" drug.



Nicotine Tobacco smoke

Known Risk and Effects: Contains thousands of chemical compounds, many of which are known to cause cancer.

Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. People can rapidly become physically and psychologically dependent on tobacco.

Inhalants

A diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled.

Known Risk and Effects: Most inhalants are central nervous system depressants. Use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.

Mental Effects: Delusions, visual hallucinations, an artificial sense of euphoria or certainty Distortion of one's sense of time and identity, impaired depth perception Impaired time perception, distorted perception of the size and shape of objects, movements, color, sounds, touch and the user's own body image, severe, terrifying thoughts and feeling, fear of losing control, panic attacks, flash backs, or a recurrence of the LSD trip, often without warning long after taking LSD, severe depression or psychosis.

Prescription Drugs

OxyContin, Xanax, Valium, Ativan, Wornpin

The abuse of certain prescription drugs— opioids, central nervous system (CNS) depressants, and stimulants can lead to a variety of adverse health effects, including addiction.

What causes addiction?

The National Council on Alcoholism and Substance Abuse calls addiction a chronic disease with genetic, psychosocial, and environmental factors influencing its development and manifestations. The disease is often progressive and fatal." Addiction seems to come from an interplay of emotional, genetic, and learned factors. No matter what the cause, people who are involved in any addiction, and their loved ones, need professional help. Recovery of any addiction is possible, especially at early stages of the addiction.

Helpful Links:

<http://www.addictionwithdrawal.com/> not only provides a list of the withdrawal symptoms of a variety of substances, but it also has a toll-free number for free assistance.

www.addictionsearch.com delivers "the latest addiction information on the internet," a list of Arizona drug and alcohol rehab programs and addiction treatment centers, and offers counselors 24 hours a day.

<http://www.samhsa.gov/> SAMHSA, the Substance Abuse and Mental Health Services Administration, offers treatment locators, information by topic, programs, publications, FAQs, and much more.

www.drugabuse.gov The National Institute on Drug Abuse (NIDA) delivers educational resources based on audience group — including students and young adults, parents, and teachers, etc. as well as by substance.