



Drug & Alcohol Prevention Policy

Reviewed and Updated August 31, 2018

STANDARDS OF CONDUCT AND ENFORCEMENT

Creative Images Institute of Cosmetology shall not permit on its premises, or at any activity which it sponsors, the possession, use, or distribution of any alcoholic beverage or any illicit drug by any student or employee. Creative Images Institute of Cosmetology shall, within the scope of applicable federal and state due process requirements, take such administrative or disciplinary actions as appropriate.

For a student, the disciplinary action may include, but shall not be limited to, withdrawal. For an employee, such administrative or disciplinary action may include, but shall not be limited to, reprimand, suspension, termination of employment, or requirement that the employee participate in and/or successfully complete an appropriate rehabilitation program. Any client engaging in any act prohibited by this policy shall be called upon to immediately desist from such behavior. If any employee, student, visitor or client shall engage in any behavior prohibited by this policy which is also a violation of federal, state, or local law or ordinance, that employee, student, visitor or client shall be subject to referral to law enforcement officials for arrest and prosecution.

FEDERAL, STATE, AND LOCAL PENALTIES

Ohio law prohibits illicit selling, cultivating, manufacturing, or otherwise trafficking in controlled substances, including cocaine, heroin, amphetamines, and marijuana, knowingly or recklessly furnishing them to a minor, and administering them to any person by force, threat, or deception with the intent to cause serious harm. These offenses are felonies. The law also prohibits knowingly obtaining, possessing, or using a controlled substance and permitting drug abuse on one's premises or in one's vehicle. These offenses may be either felonies or misdemeanors. The law further prohibits obtaining, possessing, or using hypodermics for unlawful administration of drugs and the sale to juveniles of paraphernalia for use with marijuana. These offenses are misdemeanors.

Ohio law provides for mandatory fines, which must be at least \$500, and possible imprisonment of any person who sells or furnishes beer or intoxicating liquor to an underage person or who buys beer or liquor for an underage person in violation of the law. Persons found knowingly to allow underage persons to possess and/or consume alcoholic beverages on their premises are guilty of a misdemeanor.



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A felony conviction may lead to imprisonment or both imprisonment and fine. The maximum prison term is 25 years. A misdemeanor conviction may lead to imprisonment for up to six months and/or a fine up to \$1,000. With regard to beer and intoxicating liquor, Ohio law provides that a person under 21 years of age who orders, pays for, attempts to purchase, possesses, or consumes beer or liquor, or furnishes false information to affect a purchase, commits a misdemeanor. Ohio law prohibits the possession of beer or liquor which was not lawfully purchased, and a court may order that any place where beer or liquor is unlawfully sold not be occupied for one year, or that the owner or occupant of the premises be required to furnish a surety bond of \$1,000 to \$5,000. Ohio law requires the mandatory suspension of an individual's license from six months to five years for violation of the Controlled Substance Act.

Federal law forbids the illegal possession of and trafficking in controlled substances. A person convicted for the first time of possessing a controlled substance, other than crack cocaine, may be sentenced to up to one year in prison and fined between \$1,000 and \$100,000. A second conviction carries a prison term of up to two years and a fine of up to \$250,000. Subsequent convictions carry prison terms of up to three years and fines of up to \$250,000. Imprisonment for 5-20 years and fines of up to \$250,000 apply to persons possessing more than five grams of crack cocaine on the first conviction, three grams on the second, and one gram on subsequent convictions. In addition to the above sanctions, a person convicted of possessing a controlled substance may be punished for forfeiture of property used to possess or facilitate possession, if the offense is punishable by more than one year in prison, forfeiture of any conveyance used to transport or conceal a controlled substance, denial of federal benefits, such as student loans, for up to five years, ineligibility to receive or purchase a firearm, and a civil penalty of up to \$10,000.

HEALTH RISKS

Illicit drugs can cause the following symptoms to occur in the user: hallucinations, confusion, loss of coordination, irrational behavior, lethargy, apathy, lowered resistance to other diseases such as hepatitis, exhaustion, depression, paranoia, psychosis, panic, tolerance, flashbacks, physical and psychological dependence, suicidal depression, heart problems, infections, malnutrition, damage to lungs, brain, liver and bone marrow, convulsions, respiratory paralysis, coma and death. In addition, withdrawal from drug use may be very painful. Smoking may cause destruction of nasal membranes and lung lesions. Depressants taken with alcohol are very dangerous. Illegal drugs can cause birth defects in a user's unborn child(ren).



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Alcohol can cause health problems in the user such as cirrhosis of the liver, cancer of the oral cavity, stomach and esophagus damage, pancreatitis, nausea, digestive difficulty, heart disease, malnutrition, psychological disorders, gynecological and sex problems, poor vision, memory loss, brain damage, and loss of coordination and sensation. In addition, alcohol consumption by a pregnant woman can have an adverse effect on the fetus and cause birth defects such as physical and mental growth deficiencies, abnormalities of eyes and lips and behavioral problems.

AVAILABLE RESOURCES (most information was provided by The Emergency Housing Coalition and partner organizations in Montgomery county):

Center for Alcoholism and Drug Addiction Services
4100 West 3rd Street
VA Medical Center Building 410, 3rd Floor
Dayton, OH 45428
(937) 461-5223

Cincinnati Restoration Church
Men's Home & Women's Home
Church: 1101 Harrison Avenue, Cincinnati
Home: 2163 Colerain Avenue, Cincinnati
(513) 333-0212

Combined Health District Center for Alcoholism and Drug Addiction Services
600 Wayne Avenue
Oregon Plaza
Dayton, OH, 45410
(937) 461-5223

Crisis Care
601 Edwin C. Moses Blvd.
Elizabeth Place (Northwest, 1st floor)
Dayton, OH 45408
(937) 224-4646 (24 hours)

Crisis Counseling
Domestic Violence Crisis Hotline
(937) 222-7233 (24 hours)



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First Lutheran Church (mealsite)
138 W. First Street
Dayton, Ohio
Sat. 12:30pm-1:30pm & Sun. 6:30am-8:00am

Free HIV and Hep-C Testing & Counseling
Mt. Olive One-Stop Center
502 Pontiac St.
(937) 723-9341
Tues – Thurs, 10:30am-2:30pm

Ginghamsburg Church
6759 S. County Road, 25A
Tipp City, OH 45371
(937) 667-1069

Greene Hall Outpatient Services
1141 North Monroe Drive
Xenia, OH 45324
(937) 879-5770
www.greene-memorial.org

Miami County Recovery Council
1059 N. Market Street
Troy, OH
(937) 335-4543

Nova House Association Inc
732 Beckman Street
Dayton, OH 45410
(937) 253-1680
www.novahouse.org

St. Vincent De Paul Gateway
Emergency Shelter for single women and for families
120 West Apple Street
Dayton, Ohio
(937) 461-7837 (24 hours)

Gettysburg Gateway
For single men
1921 S. Gettysburg Avenue
(937) 222-7350 (24 hours)

Goodwill Industries
1511 Kuntz Road
Dayton, Ohio
(937) 461-4800

Mercy Reach
1343 N. Fountain
Springfield, OH
(937) 390-5338

**Montgomery County Job
& Family Services (Job Center)**
1111 S. Edwin C. Moses Blvd.
Dayton, Ohio
(937) 496-6720

St. Paul United Methodist Church
(meal site)
101 Huffman Avenue
(937) 252-4467
Sat. 9:00am, Tues. 11:30am



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Teen Connection
141 West Third Street
(937) 228-8336
Walk-in hours, Mon-Fri: 2-5pm

Suicide Prevention Center
(937) 229-7777

United Way HelpLink
(937) 225-3000 or "211"
(24 hours; call collect, if necessary)

Wright Patterson Air Force Base Alcohol/Drug Abuse Prevention Program
74 MDOS/SGOHS
1811 Van Patton Drive Building 169
Dayton, OH, 45433
(937) 257-8560

YWCA Shelter & Housing Network
(937) 222-6333 (24 hours)

Hope House Mission (Homeless)
34 South Main Street
Middletown, OH 45044
(513) 424-4673

Clothes That Work
1133 S. Edwin C. Moses Blvd., Ste. 392
Dayton, OH 45417
(937) 222-3778
(Free interview/work appropriate clothing
With referral from partner listed on website –
www.clothesthatwork.org)

Recovery Works Healing Center
705 S. Brown School Road
Vandalia, OH 45377
(937) 890-5400
www.recoveryworkshealingcenter.com