



Drug & Alcohol Abuse Prevention Policy

Reviewed and Updated April 15, 2026

STANDARDS OF CONDUCT AND ENFORCEMENT

Creative Images Institute of Cosmetology does 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 co-worker. 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, and not be limited to, withdrawal. For a co-worker, such administrative or disciplinary action may include, and not be limited to, progressive communication, separation of employment, and requirement that the co-worker participate in and/or successfully complete an appropriate program. Any client engaging in any act prohibited by this policy shall be called upon to immediately desist from such behavior. If any co-worker, 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 co-worker, student, visitor or client shall be subject to referral to law enforcement officials.

FEDERAL, STATE, AND LOCAL PENALTIES

Ohio law prohibits illicit selling, cultivating, manufacturing, or otherwise trafficking in controlled substances, including cocaine, heroin, amphetamines, 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.

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



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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.

Ohio Drug Possession Laws at a Glance

Statutes and Definitions

Ohio Revised Code Section 2925.11 (Drug possession)

Ohio Revised Code Section 3719.41 (Controlled substance schedules)

Possession of drugs: If the possessor has Schedule III, IV, or V controlled drug substances, then he or she is guilty of drug possession.

Aggravated possession of drugs: If the possessor has Schedule I or Schedule II drugs (with the exception of marijuana, heroin, cocaine, LSD, and others specified in the statute), then he or she is guilty of aggravated possession of drugs.

Penalties and Sentencing

The penalties will vary based on the type of drug involved and the bulk amount.

The following is a general example of penalties for drug possession:

Less than bulk amount: misdemeanor in the first degree; up to 180 days in jail, a fine of up to \$1000, or both; For second and subsequent offenders: felony in the fifth degree; a 6 month (minimum), 12 month (maximum) jail term, up to \$2,500 in fines, or both.

Bulk amount or more, but less than five times the bulk amount: felony in the fourth degree; at least 9 months in jail, fines up to \$5000, or both.

Drug cultivation or manufacturing: Ohio Revised Code Section 2925.04

Corrupting another with drugs: Ohio Revised Code Section 2925.02

Possession of Drugs

Possession of controlled substances is illegal in Ohio under Ohio Revised Code Section 2925.11. The penalties vary based on:

The type of drug (schedules I-V)

The amount possessed

Location (e.g. near a school)

Prior drug convictions

Possession can be a misdemeanor or felony depending on the circumstances.



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Penalties

Felony drug convictions in Ohio carry these sentencing ranges:

1st degree felony: 3-11 years in prison, up to \$20,000 fine

2nd degree felony: 2-8 years in prison, up to \$15,000 fine

3rd degree felony: up to 11 years in prison, up to \$20,000 fine

4th degree felony: minimum 9 months in prison, up to \$5,000 fine

5th degree felony: 6-12 months in prison, up to \$2,500 fine

Other consequences may include driver's license suspension, probation and difficulties finding employment. Those convicted of drug trafficking may also face asset forfeiture.

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.

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.

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).

Effects from specific, illicit drugs:

- **Cocaine:** Highly addictive, cocaine is involved in nearly one in five overdose deaths; its health effects include asthma, bowel decay, and increased risk of HIV.
- **Methamphetamine (Meth):** Meth causes [devastating health effects](#), such as
 - Increased blood pressure and body temperature
 - Faster breathing
 - Rapid or irregular heartbeat
 - Loss of appetite, disturbed sleep patterns, or nausea
 - Erratic, aggressive, irritable, or violent behavior
 - Permanent damage to the heart and brain
 - High blood pressure leading to heart attacks, strokes, and death
 - Liver, kidney, and lung damage
 - Anxiety, confusion, and insomnia
 - Paranoia, hallucinations, mood disturbances, delusions, or violent behavior (psychotic symptoms can sometimes last for months or years after meth use)
 - Intense itching, causing skin sores from scratching
 - Premature osteoporosis
 - Severe dental problems
 - and sometimes death, even on the first try. Meth speeds up the body's systems to dangerous levels. Chronic users experience anxiety, confusion, insomnia, paranoia, aggression, and more.
- **Prescription and illicit opioids:** Highly addictive, the substances are the top cause of overdose deaths; health effects include confusion, nausea, constipation, coma, and brain damage.
- **Marijuana:** Even though it is legal in many states, studies link marijuana use to [various negative outcomes](#), such as:
 - **Brain health:** Marijuana can cause permanent IQ loss of as much as 8 points when people start using it at a young age. These IQ points do not come back, even after quitting marijuana.
 - **Mental health:** Studies link marijuana use to depression, anxiety, suicide planning, and psychotic episodes. It is not known, however, if marijuana use is the cause of these conditions.

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- **Athletic Performance:** Research shows that marijuana affects timing, movement, and coordination, which can harm athletic performance.
- **Driving:** People who drive under the influence of marijuana can experience dangerous effects: slower reactions, lane weaving, decreased coordination, and difficulty reacting to signals and sounds on the road.
- **Baby's health and development:** [Marijuana use during pregnancy](#) may cause fetal growth restriction, premature birth, stillbirth, and problems with brain development, resulting in hyperactivity and poor cognitive function. Tetrahydrocannabinol (THC) and other chemicals from marijuana can also be passed from a mother to her baby through breast milk, further impacting a child's healthy development.
- **Daily life:** Using marijuana can affect performance and how well people do in life. Research shows that people who use marijuana are more likely to have relationship problems, worse educational outcomes, lower career achievement, and reduced life satisfaction.

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:

Alcoholics Anonymous
Liberty Tower #211
120 W. Second Street
Dayton, OH 45402
centraloffice@aadaytononline.org
(937) 222-2211

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

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)

American Red Cross
(937) 222-6711

Breast/Cervical Cancer Early Detection Project
(937) 227-9444 or (866) 838-8973

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



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Crime Victim Services:

- Montgomery County Prosecutor's Victim Assistance - (937) 225-5623
- Ohio Attorney General Crime Victim Compensation - (614) 848-8500

Crisis Counseling

Domestic Violence Crisis Hotline
(937) 222-7233 (24 hours)
First Lutheran Church (meal site)
138 W. First Street
Dayton, Ohio
Sat. 12:30pm-1:30pm & Sun. 6:30am-8:00am

Gettysburg Gateway Emergency Shelter
For single men
1921 S. Gettysburg Avenue, Dayton, OH 45417
(937) 222-7350 (24 hours)

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

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

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

Montgomery County Job & Family Services
Job Center/Employment/Family support
1111 S. Edwin C. Moses Blvd.
Dayton, OH
(937) 496-6720/(937) 225-4148

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

Ohio Crisis Text Line
Text the keyword "4HOPE" to 741-741

Ohio Department of Mental Health and Addiction Services Help Line and COVID-19 resources 1-877-275-6364 (to find resources in your community)
<http://mha.ohio.gov/coronavirus>

The PEER Center Warm Line
(614) 358-8255

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

Crisis Care

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

The Foodbank, Inc.
56 Armor Pl.
Dayton, OH 45417
(937) 461-0265
Mon - Thurs, 9am - 4pm

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

Greene Memorial-Greene Hall Outpatient Services
1141 North Monroe Drive
Xenia, OH 45385
(937) 352-2380

Mental Health Treatment Facility Locator
(800) 789-2647

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

National Disaster Distress Helpline (800)
985-5990

Office for Victims of Crime
(800) 851-3420 or (301) 519-5500

Artemis Center -domestic violence support
310 W. Monument Ave.
Dayton, OH
(937) 461-5091



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St. Paul United Methodist Church
(meal site)
101 Huffman Avenue
Dayton, OH 45403
(937) 252-4467
Sat. 8:45am, Tues. 11:30am

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

Sunrise Treatment Center/Dayton
1435 Cincinnati Street, Suite 150
Dayton, OH 45417
(513) 941-4999 x404
www.sunrisetreatmentcenter.net

Suicide Prevention Center
(937) 229-7777

Dayton VA Medical Center/mental health
4100 West Third Street
Dayton, OH 45428
(937) 268-6511

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
141 W. Third St.
Dayton, OH 45402
(937) 222-6333 (24 hours)

Substance Abuse and Mental Health Services Administration Helpline
www.samhsa.gov/find-help/national-helpline/
800-662-HELP

Veterans Crisis Line
www.veteranscrisisline.net
988 then Press 1, 711 then 988

Love is respect (dating abuse)
www.loveisrespect.org
866-331-9474

National Sexual Assault Hotline
www.rainn.org
800-656-HOPE

National Domestic Violence Hotline
www.thehotline.org
800-799-SAFE

National Human Trafficking Hotline
www.humantraffickinghotline.org
888-373-7888/local- (937) 225-4357

Legal Aid of Western Ohio
(937) 228-8088 (free legal help for victims)

Good Neighbor House Food Pantry
627 E. First St.
Dayton, OH 45402
(937) 224-3003

Wayman Chapel AME Food Pantry
3317 Hoover Avenue
Dayton, OH 45402
(937) 268-6729

Community Health Centers of Greater Dayton
(937) 461-6869

TCN Behavioral Health Services Inc
-outpatient programs- trauma, PTSD, mental illness
1825 Commerce Ctr Blvd
Fairborn, OH 45324
(937) 376-8700
www.tcn.org/hours-locations

The Trevor Project (24/7 support for LGBTQI+)
(866) 488-7386

Miami Valley Warmline
-Free peer support for mental/behavioral health
(937) 528-7777

Helping Hands Community Outreach Center
5499 W. Third St.
Dayton, OH 45406
(937) 268-6066

Daybreak Dayton - Youth Homeless Shelter
605 S. Patterson Blvd.
Dayton, OH 45402
(937) 395-4600

Homefull Dayton - supportive housing
33 W. First St., Suite 100
Dayton, OH 45402
(937) 222-1981

Mercy Manor Inc
addiction rehabilitation center/
transitional housing for women
25 Grosvenor Ave.
Dayton, OH 45417
(937) 268-0282