

**ARNOLD'S BEAUTY SCHOOL  
DRUG AND ALCOHOL PREVENTION POLICY (DAAPP)**

All students enrolled in classes and all employees of Arnold's Beauty School are prohibited from the unlawful possession, use and/or distribution of illicit drugs and alcohol on its property and any related activities. In the event the this DAAPP is violated, the following may occur:

- 1) First offense may result in suspension and/or a recommendation for rehabilitation treatment.
- 2) Second offense may result in suspension and/or a recommendation for rehabilitation treatment.
- 3) Third offense may result in termination.

Where evidence warrants, the school will bring matters of alcohol and illegal drugs possession and/or distribution to the attention of appropriate law enforcement authorities.

Students and employees will not be terminated for voluntarily seeking assistance for a substance abuse problem; however, continued performance, attendance or behavioral problems may result in disciplinary actions.

If rehabilitation or counseling is needed, students and employees will be given the contact information for (JACO) Jackson Area Council on Alcoholism and Drug Dependency, Aspell Recovery Center, or the Behavioral Health Group.

*The misuse and abuse of alcohol, tobacco, illicit drugs, and prescription medications affect the health and well-being of millions of Americans.*

- *Excessive alcohol use can increase a person's risk of developing serious health problems in addition to those issues associated with intoxication behaviors and alcohol withdrawal symptoms.*
- *Tobacco use and smoking do damage to nearly every organ in the human body, often leading to lung cancer, respiratory disorders, heart disease, stroke, and other illnesses.*
- *Marijuana has not only immediate effects like distorted perception, difficulty problem solving, and loss of motor coordination, but also effects with long-term use such as respiratory infection, impaired memory, and exposure to cancer-causing compounds.*
- *Opioids reduce the perception of pain but can also produce drowsiness, mental confusion, euphoria, nausea, constipation, and—depending upon the amount of drug taken—can depress respiration.*

**SAMHASA** -<https://www.samhsa.gov/find-help/atod>

During orientation, the DAAPP will be distributed and discussed with all students and employees, and a signed copy will be maintained in the office. At all times, the institution has educational pamphlets on drug and alcohol abuse on display in the office hallway for all students and employees.

**The administration of Arnold's Beauty School wants you to know that we are concerned about you and your wellbeing. We will be glad to assist you in any way possible concerning substance abuse.**

Signature \_\_\_\_\_ Date \_\_\_\_\_

The DAAPP will be reviewed for its effectiveness of programs and consistency of sanction enforcement biennially.