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## **DRUG & ALCOHOL ABUSE PREVENTION PROGRAM (DAAPP) & POLICY**

Salon & Spa Institute in its policies supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 which mandate that Salon & Spa Institute have a drug and alcohol abuse prevention program. Our prevention program is comprised of the following components:

Education and information about the dangers of drug abuse in the workplace and on school property will be disseminated through bulletin boards and the school catalog and employee handbook.

Programs which address unlawfully controlled substance use, including personnel actions that may result from such violations, will be coordinated and conducted annually by the School Director.

In compliance with federal government regulations for a drug-free workplace for students and employees, this policy strictly prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol by anyone on Salon & Spa Institute property or as a part of any Salon & Spa Institute activity. A violation of this policy is considered a major offense, which may result in requirement for satisfactory participation in a drug or alcohol rehabilitation program, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the school. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy. Violations of applicable local, state and federal laws may subject a student or employee to a variety of legal sanctions including but not limited to fines, incarceration, imprisonment and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities.

Students convicted for any offense, during a period enrollment for which the student was receiving Title IV funds, under any federal or state law involving possession or sale of illegal drugs will result in the loss of eligibility for any Title IV assistance.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol by anyone on Salon & Spa Institute property or as a part of any Salon & Spa Institute activity is prohibited. Students taking prescribed or over-the-counter medication which may affect one's ability to function should so inform Campus Security Authorities (SSI Administrative Staff).

The following information is provided in accordance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1989.

Health risks generally associated with alcohol and drug abuse can result in but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders. The use of alcohol and other drugs represents a serious threat to health and the quality of life. More than 25,000 people die each year from drug-related accidents or

health problems. With most drugs, it is possible that users will develop psychological and physical dependence. The health risks associated with the use of illicit drugs and the abuse of alcohol are:

### **Alcohol**

Alcohol use may produce short-term effects that include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) and death. Long-term effects of alcohol abuse include damage to the liver, heart and brain; ulcers; gastritis; malnutrition; delirium tremens; and cancer. Over time, beer, wine, and wine coolers, as well as hard liquor, often cause dependency and may be fatal. Alcohol combined with many types of drugs can prove to be a deadly mixture.

### **Cannabis** (Marijuana, Hashish, Hash, etc.)

Cannabis use impairs short-term memory comprehension, concentration, coordination and motivation. Cannabis may also cause paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. The tar in marijuana is a highly irritating carcinogen. The way in which marijuana is smoked - deeply inhaled and held in the lungs for a long period - enhances the risk of getting cancer. Combined with alcohol, marijuana can produce a dangerous multiplied effect. Long term use may develop psychological dependence.

### **Cocaine/Crack**

Cocaine use stimulates the central nervous system and is extremely addictive, both psychologically and physically. Effects include dilated pupils, increased heart rate, elevated blood pressure, insomnia, loss of appetite, hallucinations, paranoia, seizures and death due to cardiac arrest or respiratory failure. Chronic use can cause ulceration of the mucous membrane in the nose. Cocaine can produce psychological dependency, a feeling that the user cannot function without the drug. Crack or free-base rock, a concentrated form of cocaine, is extremely potent. Its effects are felt within ten seconds of administration. Cocaine use may lead to death through disruption of the brain's control of heart and respiration.

### **Amphetamines/Stimulants** (speed, uppers, crank, caffeine, etc.)

Stimulants speed up the nervous system and can cause increased heart and breathing rates, elevated blood pressure, dilated pupils, decreased appetite, headaches, blurred vision, dizziness, sleeplessness, anxiety, hallucinations, paranoia, depression, convulsions and death due to a stroke or heart failure. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increased in blood pressure that can result in stroke, very high fever, or heart failure. In addition to the physical effects amphetamines and other stimulants, users report feeling restless, anxious, and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucination, delusions, and paranoia.

### **Narcotics** (heroin, methadone, morphine, opium, codeine, Demerol, etc.)

The use of narcotics initially produces feelings of euphoria often followed by drowsiness, nausea and vomiting. An overdose may result in convulsions, coma and death. Tolerance to narcotics develops rapidly and dependence is likely. The use of unsterilized syringes may result in transmission of diseases such as AIDS, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and death.

### **Depressants** (Quaaludes, downers, valium, etc.)

The use of depressants can cause both physical and psychological dependence. It can slow down the central nervous system and can cause decreased heart and breathing rates, lowered blood pressure, slowed reactions, confusion, distortion of reality, convulsions, respiratory depression, coma and death. Regular use over time may result in tolerance to the drug, leading the user to increase the quantity consumed. When regular users stop taking depressant drugs, they may develop withdrawal symptoms ranging from

restlessness, insomnia, and anxiety to convulsions and death. Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after they are born. Birth defects and behavioral problems have been associated with these children. The combination of depressants and alcohol can increase the effects of the drugs, thereby multiplying the risks

**Hallucinogens** (PCP, angel dust, LSD, etc.)

Hallucinogen use interrupts the functions of the part of the brain that controls the intellect and instincts. Use of hallucinogens may result in self-inflicted injuries, impaired coordination, dulled senses, incoherent speech, depression, anxiety, violent behavior, paranoia, hallucinations, increased heart rate and blood pressure, convulsions, coma, and heart and lung failure. Chronic users of PCP report persistent memory problems and speech difficulties. In later stages, chronic users often exhibit paranoid and violent behavior and experience hallucinations. Large doses of PCP may produce convulsions, coma, heart and lung failure, or ruptured blood vessels in the brain. Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dizziness, weakness, tremor, nausea, and drowsiness. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even after the use has ceased.

**Designer Drugs**

Underground chemists modify the molecular structure of certain illegal drugs to produce analogs known as designer drugs. These drugs can be hundreds of times stronger than the drugs that they are designed to imitate. Examples of these types of drugs include but are not limited to: Ecstasy, PCP, LSD, GHB, and Ketamine. The narcotic analogs can cause symptoms such as those seen in Parkinson’s disease; uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or perspiration, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogs of phencyclidine cause illusions, hallucinations, and impaired perception.

**Anabolic steroids**

Anabolic steroids seriously affect the liver, cardiovascular and reproductive systems. The use of steroids can cause sterility in males and females as well as impotency in males.

**Tobacco/Nicotine**

Use of tobacco and/or nicotine causes death among some 480,000 people in the United States each year due to smoking-related coronary heart disease and approximately 160,000 from cancer. Lung, larynx, esophagus, bladder, pancreas and kidney cancers strike smokers at increased rates. Emphysema and chronic bronchitis are 10 times more likely among smokers.

**Punishment for Alcohol and Drug Related Crimes State of Texas**

The Texas Health and Safety Code sets the possession law, dividing controlled substances into five penalty groups, plus a marijuana category. While some of the substances are legal, it is illegal to possess them without a prescription, and the health code establishes the punishments for illegal possession

**Penalty Group**

- 1
- 1A
- 2
- 3
- 4

**Examples of Drugs/Controlled Substances**

- Cocaine, heroin, methamphetamine, GHB, ketamine, oxycodone and hydrocodone.
- LSD
- Ecstasy, PCP and mescaline.
- Valium, Xanax and Ritalin.
- Compounds containing Dionine, Motofen, Buprenorphine or Pryovalerone

<b>Penalty Group 1 Weight</b>	<b>Classification</b>	<b>Penalty</b>
Less than one gram	State jail felony	180 days to 2 years in a state jail and/or a fine of not more than \$10,000
1 gram or more, less than 4 grams	Third-degree felony	2 to 10 years in a state prison and/or a fine of not more than \$10,000
<b>Penalty Group 1A Amount</b>	<b>Classification</b>	<b>Penalty</b>
Fewer than 20 units	State jail felony	180 days to 2 years in a state jail and/or a fine of not more than \$10,000
20 or more units, but less than 80 units	Third-degree felony	2 to 10 years in a state prison and/or a fine of not more than \$10,000
80 units or more, but less than 4,000 units	Second-degree felony	2 to 20 years in a state prison and/or a fine of not more than \$10,000
4,000 units or more, but less than 8,000 units	First-degree felony	5 to 99 years in a state prison and/or a fine of not more than \$10,000
8,000 units or more	Enhanced first-degree felony	15 to 99 years in a state prison and a fine of not more than \$250,000
<b>Penalty Group 2 Weight</b>	<b>Classification</b>	<b>Penalty</b>
Less than one gram	State jail felony	180 days to 2 years in a state jail and/or a fine of not more than \$10,000
More than 1 gram, less than 4 grams	Third-degree felony	2 to 10 years in a state prison and/or a fine of not more than \$10,000
More than 4 grams, less than 400 grams	Second-degree felony	2 to 20 years in a state prison and/or a fine of not more than \$10,000
400 grams or more	Enhanced first-degree felony	5 to 99 years and a fine of not more than \$50,000
<b>Penalty Groups 3 and 4 Weight</b>	<b>Classification</b>	<b>Penalty</b>
Less than 28 grams	Class A misdemeanor	Not more than 1 year in a county jail and/or a fine of not more than \$4,000
28 grams or more, but less than 200 grams	Third-degree felony	2 to 10 years in a state prison and/or a fine of not more than \$10,000
200 grams or more, but less than 400 grams	Second-degree felony	2 to 20 years in a state prison and/or a fine of not more than \$10,000
400 grams or more	Enhanced first-degree felony	5 to 99 years and a fine of not more than \$50,000

The Texas Tax Code, in addition to the criminal penalties for drug possession, also sets potential civil penalties. Although the statute is not often used in minor possession cases, the code requires that taxes must be paid on illegal drugs, so that “dealers” who possess over certain amounts can be charged with tax evasion. The state of Texas can also suspend your license for up to six months following a conviction on any violation of the Texas Controlled Substances Act.

The Code of Criminal Procedure also allows police to seize any property used or “intended to be used” in the commission of a drug felony. That means they can take your car, your home, or any other belonging where you are accused of carrying or hiding drugs. The asset forfeiture law is a civil action, not criminal, and you don’t have to be convicted for the state to try to take your property. Drug possession penalties are complicated, and depend on the classification of the substance and the quantity.

## Possession of Drug Paraphernalia

Any item that can be used as a drug processing, packaging, or consumption mechanism can be defined as paraphernalia under 481.002 (17) of the Texas Controlled Substances Act. Even common household items such as scales, spoons, bowls, envelopes or bags can land you an illegal possession of paraphernalia charge. The most common paraphernalia charges result from pipes, and bongs.

Simple possession of drug paraphernalia is a Class C Misdemeanor, which carries a penalty of fines up to \$500. Distribution or possession with intent to distribute or sell drug paraphernalia is a Class A misdemeanor, which can result in up to a year in jail. Second offense penalties will result in mandatory jail time, or if you sell to someone under 18 years

## Legal Sanctions

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture or delivery of controlled substances (drugs)	Confinement in the Texas Department of Corrections (TDC) for a term of no more than 10 years or less than 2 years, or confinement in a community correctional facility for no more than one year, and a fine not to exceed \$10,000	Confinement in the TDC for life or for a term of no more than 99 years or less than 20 years, and a fine not to exceed \$500,000
Possession of controlled substances (drugs)	Confinement in jail for a term of no more than 180 days, and a fine not to exceed \$2,000 or both	Confinement in TDC for life or for a term of no more than 99 years, or less than 10 years, and a fine not to exceed \$100,000
Delivery of marijuana	Confinement in jail for a term of no more than 180 days, and a fine not to exceed \$2,000 or both	Confinement in TDC for life or for a term of no more than 99 years, or less than 15 years, and a fine not to exceed \$250,000
Possession of marijuana	Confinement in jail for a term of no more than 180 days, and a fine not to exceed \$2,000 or both	Confinement in TDC for life or for a term of no more than 99 years, or less than 10 years, and a fine not to exceed \$250,000
Driving while Intoxicated (Includes intoxication from alcohol, drugs or marijuana)	Confinement in jail for a term of no more than two years or less than 72 hours, and a fine not more than \$2,000 or less than \$100	Confinement in jail for a term of no more than two years or less than 30 days, or confinement in TDC for a term of not more than 5 years or less than 60 days, and a fine of not more than \$2,000 or more than \$500
OFFENSE		MAXIMUM PUNISHMENT
Public Intoxication		A fine not to exceed \$200
Adults and minors who make alcohol available to minors or buy alcohol for minors		A fine up to \$2,000, confinement in jail for up to 180 days or both
Adults who sell alcohol to a minor		A fine up to \$4,000, confinement in jail for one year or both

## **Referral and Hotline Information**

The school does not offer professional counseling services but offers the following resource information:

National Institution on Drug Abuse (M-F, 8:30 a.m.-4:30 p.m.) 1 -800-662-HELP (4357)

American Council on Alcoholism Help-line 1-800-527-5344

National Council on Alcoholism 1-800-622-2255

Cocaine Helpline 1-800-COCAINE

Reach-Out Hotline 1-800-522-9054

(Alcohol, drug-crisis, intervention, mental health referral)

National Suicide Prevention Hotline 1-800-273-8255

National Sexual Assault Hotline 1-800-656-HOPE (4673)