PAUL MITCHELL schools

# Drug-Free Workplace Policy

The following Drug-Free Workplace Policy is to notify all employees and students that pursuant to the Federal Drug-Free Workplace Act of 1988 (Public Law 101-690) and [California Drug-Free Workplace Act of 1990], Paul Mitchell The School Ogden prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace, on school property, or as part of any school activity. Paul Mitchell The School Ogden similarly prohibits the unlawful use, possession, and distribution of alcohol in the workplace, on school property, or as part of any school activity, as well as any other unlawful conduct involving alcohol.

The drug-free workplace consists of all locations where Paul Mitchell The School Ogden does business. This includes, but is not limited to, all lecture classrooms, parking lots, all administrative offices, corridors, storage rooms, and any space added to the school or school property.

***Health Risks:***

The abuse of narcotics, depressants, stimulants, hallucinogens, or alcohol can cause serious detriment to a person's health. The health risks associated with the misuse of the previously mentioned drugs vary, but may include, and are not limited to: convulsions, coma, paralysis, irreversible brain damage, tremors, fatigue, paranoia, insomnia, and possible death. Drug and alcohol abuse is extremely harmful to a person's health and interferes with productivity and alertness. Working while under the influence of drugs or alcohol could be a danger to the individual under the influence, coworkers, and students. Described below are additional dangers and symptoms relative to use and/or abuse.

**Marijuana**

Commonly known as "pot," marijuana is a plant with the botanical name of *cannabis sativa*. Pot is almost always smoked but can be ingested. Use causes the central nervous system to become disorganized and confused. Most users experience an increase in heart rate, reddening of eyes, and dryness of the throat and mouth.

Studies have proven that marijuana's mental effects include temporary impairment of short-term memory and an altered sense of time. It also reduces the ability to perform tasks requiring concentration, swift reactions, and coordination. Feelings of euphoria, relaxation, and bouts of exaggerated laughter are also commonly reported.

Smoking "pot" may cause: brain chemical changes, an altered reality, physically damaged lungs, emphysema, chronic bronchitis, lung cancer, a weakened immune system, damage to sperm in males, irregular menstrual cycles in females, and reduced fertility and sex drive.

Regardless whether or not the state allows the use of marijuana or medical marijuana, at the federal level, marijuana remains classified as a Schedule I substance under the Controlled Substances Act, in which Schedule I substances are considered to have a high potential for dependency and no accepted medical use, making distribution or use of marijuana a federal offense. Therefore, regardless of the circumstance, marijuana cannot be brought to or used on the school's campus.

**Cocaine/Crack**

Cocaine is a stimulant drug, which is derived from the coca plant. Street cocaine is available in the form of a powder or a "rock" of crack and is most commonly inhaled or smoked. Cocaine increases the heart rate and blood pressure and is highly addictive.

Crack is a form of smokable cocaine named for the popping sound it makes when burned. It is a mixture of cocaine, baking soda, and water. It is 5–10 times more potent than cocaine and is extremely harmful. It has been reported that addiction can occur with as few as two "hits."

Some symptoms of cocaine/crack abuse are: personality changes; unexplained weight loss; excess sniffing and coughing; insomnia; depression; irritability; neglect of responsibility toward work, school, family, and friends; and panic attacks.

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### Alcohol

In small amounts, alcohol has a tranquilizing effect on most people, although it appears to stimulate others. Alcohol first acts on those parts of the brain that affect self-control and other learned behaviors; lowered self-control can lead to aggressive behavior. Alcohol use can also cause dehydration, coordination problems, and blurred vision.

In large amounts, alcohol can dull sensation and impair muscular coordination, memory, and judgment. Taken in larger amounts over a long period of time, alcohol can damage the liver, heart, and brain , and cause numerous other health and medical issues.

### Hallucinogens

Hallucinogens are also known as psychedelics. The effects vary; a user's reactions can vary by occasion. Most users are affected by changes in time and space perception, delusions, and hallucinations. The effects may be mild or overwhelming, depending on the dose and quantity or the drug.

Physical reactions range from minor changes, such as dilated pupils or an increase in temperature and heartbeat, to major changes, such as tumors. High doses can significantly alter the state of consciousness.

After taking a hallucinogenic drug, the user loses control of thought processes. Although many perceptions are benign, others may cause panic or may make the user believe he or she cannot be harmed. Such delusions can be dangerous.

### Heroin

Heroin is a narcotic, which relieves pain and induces sleep. Commonly known as "junk" or "smack," heroin is a highly addictive depressant and has been attributed as the cause of many deaths. Symptoms include "pin-point pupils"; drowsiness, lethargy, and slurred speech; and an inability to concentrate. Related medications used to treat pain include oxycontin and oxycodone, methadone, and codeine. The abuse of painkillers ranks second only to the abuse of marijuana in the United States.

Heroin users experience a higher rate of infectious disease due to a weakened immune system and sharing contaminated needles. Children can be born addicted or can become addicted as a result of heroin in the mother's breast milk.

### Crystal Methamphetamine

Crystal methamphetamine is a colorless, odorless, powerful, and highly addictive synthetic (man-made) stimulant. Crystal methamphetamine typically resembles small fragments of glass or shiny blue-white "rocks" of various sizes. Like powdered methamphetamine, crystal methamphetamine produces long-lasting euphoric effects. Crystal methamphetamine, however, typically has a higher purity level and may produce even longer-lasting and more intense physiological effects than the powdered form of the drug.

Crystal methamphetamine use is associated with numerous serious physical problems. The drug can cause rapid heart rate, increased blood pressure, and damage to the small blood vessels in the brain, which can lead to stroke. Chronic use of the drug can result in inflammation of the heart lining. Overdoses can cause hyperthermia (elevated body temperature), convulsions, and death.

Crystal methamphetamine users may experience episodes of violent behavior, paranoia, anxiety, confusion, and insomnia. The drug can produce psychotic symptoms that persist for months or years after an individual has stopped using the drug.

Crystal methamphetamine users who inject the drug expose themselves to additional risks, including contracting HIV (human immunodeficiency virus). Methamphetamine users also risk scarred or collapsed veins, infections of the heart lining and valves, abscesses, pneumonia, tuberculosis, and liver or kidney disease.

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# Drug-Free Workplace Policy

### Depressants

Depressants are highly addictive; they are usually known as "downers." A user may be drowsy and lethargic, suffer from memory loss, and have slurred speech. Many lawful drugs that have characteristics of depressants are from the family of drugs called barbiturates. More serious effects of the abuse of downers are liver damage, paradoxical anxiety and excited rage, coma, and death.

### Ecstasy (MDMA)

Also known as XTC, X, and E, Ecstasy is a mind-altering drug with hallucinogenic and speed-like side effects. Often used at raves, it is taken to promote loss of inhibition, excitability, euphoria, energy, and sexual stimulation. Ecstasy increases the amounts of serotonin in the user's brain, which causes increased energy and euphoria; it also contains anti-coagulative properties, which can cause the user to bleed to death if injured. Ecstasy can also cause serious brain damage in a short time. Side effects of ecstasy include: depression, increased heart rate and blood pressure, muscle tension, nausea, blurred vision, faintness, chills, brain damage, organ damage, and death. Similar "designer drugs" include MDEA and MDA (also known as "Adam" and "Eve").

### Ritalin

Methylphenidate (Ritalin) is a medication prescribed for individuals (usually children) who have an abnormally high level of activity or attention-deficit hyperactivity disorder (ADHD). It contains amphetamines and can be abused as a stimulant by those for whom it is not prescribed. When abused, the tablets are either taken orally or crushed and snorted. Some abusers dissolve the tablets in water and inject the mixture — complications can arise from injection as insoluble fillers in the tablets can block small blood vessels.

### GHB

Gamma-hydroxybutyrate is an intoxicating chemical with medical, recreational, and potentially dangerous uses. Its use is illegal for any purpose in the United States. Nicknamed the "date rape drug," it is a clear liquid often mixed in drinks to promote relaxation or increased sociability. When taken, side effects can include: drowsiness, dizziness, vomiting, amnesia, decreased motor skills, slurring of speech, unrouseable sleep (coma), and death. GHB was used as a dietary supplement until banned by the FDA. GHB is now illegal in the United States. Common slang names for GHB are: G, Liquid X, GBH, Gamma-oh, Blue Verve, Grievous Bodily Harm, Goop, and EZLay.

### Drug Conviction Notification and Imposed Sanctions:

- Any employee or student must notify Paul Mitchell The School Ogden of any criminal drug statute conviction for a violation occurring in the workplace no later than **five** days after such a conviction.
- Within 30 days after receiving notice of an employee or student conviction, Paul Mitchell The School Ogden will impose corrective measures on the employee or student convicted of drug abuse violations in the workplace by:
  - ❶ Taking appropriate action against the employee or student up to and including expulsion or termination of employment and referral for prosecution and/or
  - ❷ Requiring such employee or student to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

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**Laws Relating to Drug Violations:**

Attached is a list of violation codes associated with the unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance. Any employee or student violating any of the described laws of the Health and Safety Code or the Business and Professional Code could be subject to fines and imprisonment.

***Where can students go for help?***

Action Recovery Group
1708 East 5550 South #23
Ogden, Ut 84401
801-475-4673

***Where can staff go for help?***

American Drug Rehab Centers
2225 Washington Blvd.
Ogden, Ut 84401
888-877-5261

**Drug Abuse and Addiction Information and Treatment Centers**

- Harm Reduction Therapy Clinic 1-855-227-2825
- National Institute on Drug Abuse 1-301-443-1124
- Alcohol Abuse 1-801-475-4673
- Alcoholics Anonymous World Services 1-801-393-4728
- National Institute of Alcohol Abuse and Alcoholism 1-301-443-2857
- Rapid Detox 1-801-506-6209
- Treatment Access Services 1-801-479-2111
- Alcoholics Anonymous (AA) 1-801-393-4728
- ACOA (Adult Children of Alcoholics) 1-801-682-0581
- AL-NON (Family and Friends of Alcoholics) 1-801-393-2311
- The Center for Substance Abuse Treatment and Referral Hotline: 1-866-685-9953

*Paul Mitchell The School Ogden has additional referrals you can contact.*

**Policy Distribution Procedures:**

Paul Mitchell The School Ogden Drug-Free Workplace Policy will be distributed to all employees and students on an annual basis using the following procedure:

- Students will receive a copy of the Drug-Free Workplace Policy at the time of initial enrollment. The enrollment agreement signed by every student will acknowledge receipt of the Drug-Free Workplace Policy.
- Staff employees will receive a copy of the Drug-Free Workplace Policy with the initial employment agreement. It will be read, and the signature page will be returned with the employment agreement. Annually, the human resources department will be responsible for distributing the policy to current staff employees.

**Biennial Review**

The school conducts a biennial review of its Drug-Free Workplace Policy to determine the program's effectiveness, any needed changes, the number of drug- and alcohol-related violations and fatalities, and the number and type of sanctions imposed. Contact the School Director to request a copy of the biennial review.

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# Drug-Free Workplace Policy

## Federal Trafficking Penalties*

| Drug/Schedule | Quantity | Penalties | Quantity | Penalties |
|---|---|---|---|---|
| **Cocaine (Schedule II)** | 500–4,999 grams mixture | **First offense:** Not less than five years, and not more than 40 years. If death or serious injury, not less than 20 years or more than life imprisonment. Fine of not more than $2 million if an individual, $5 million if not an individual.<br>**Second offense:** Not less than 10 years, and not more than life imprisonment. If death or serious injury, life imprisonment. Fine of not more than $4 million if an individual, $10 million if not an individual. | 5 kilograms or more mixture | **First offense:** Not less than 10 years, and not more than life imprisonment. If death or serious injury, not less than 20 years or more than life imprisonment. Fine of not more than $4 million if an individual, $10 million if not an individual.<br>**Second offense:** Not less than 20 years, and not more than life imprisonment. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $20 million if not an individual.<br>**Two or more prior offenses:** Life imprisonment |
| **Cocaine Base (Schedule II)** | 28–278 grams mixture | | 279 grams or more mixture | |
| **Fentanyl (Schedule II)** | 40–399 grams mixture | | 400 grams or more mixture | |
| **Fentanyl Analogue (Schedule I)** | 10–99 grams mixture | | 100 grams or more mixture | |
| **Heroin (Schedule I)** | 100–999 grams mixture | | 1 kilogram or more mixture | |
| **LSD (Schedule I)** | 1–9 grams mixture | | 10 grams or more mixture | |
| **Methamphetamine (Schedule II)** | 5–49 grams pure or 50–499 grams mixture | | 50 grams or more pure or 500 grams or more mixture | |
| **PCP (Schedule II)** | 10–99 grams pure or 100–999 grams mixture | | 100 grams or more pure or 1 kilogram or more mixture | |

| | | Penalties |
|---|---|---|
| **Other Schedule I and II Drugs (and any drug product containing Gamma Hydroxybutyric Acid)** | Any amount | **First offense:** Not more than 20 years. If death or serious injury, not less than 20 years, or more than life imprisonment. Fine $1 million if an individual, $5 million if not an individual.<br>**Second offense:** Not more than 30 years. If death or serious injury, not less than life imprisonment. Fine $2 million if an individual, $10 million if not an individual. |
| **Flunitrazepam (Schedule IV)** | 1 gram or more | |
| **Other Schedule III Drugs** | Any amount | **First offense:** Not more than five years. Fine not more than $250,000 if an individual, $1 million if not an individual.<br>**Second offense:** Not more than 10 years. Fine not more than $500,000 if an individual, $2 million if not an individual. |
| **Flunitrazepam (Schedule IV)** | 30 to 999 milligrams | |
| **All Other Schedule IV Drugs** | Any amount | **First offense:** Not more than three years. Fine not more than $250,000 if an individual, $1 million if not an individual.<br>**Second offense:** Not more than six years. Fine not more than $500,000 if an individual, $2 million if not an individual. |
| **Flunitrazepam (Schedule IV)** | Less than 30 milligrams | |
| **All Schedule V Drugs** | Any amount | **First offense:** Not more than one year. Fine not more than $100,000 if an individual, $250,000 if not an individual.<br>**Second offense:** Not more than two years. Fine not more than $200,000 if an individual, $500,000 if not an individual. |

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# Drug-Free Workplace Policy

## Federal Trafficking Penalties — Marijuana*

| Drug | Quantity | First Offense | Second Offense |
|---|---|---|---|
| **Marijuana** | 1,000 kilograms or more mixture; or 1,000 or more plants | • Not less than 10 years, not more than life imprisonment.<br>• If death or serious injury, not less than 20 years, not more than life imprisonment.<br>• Fine not more than $4 million if an individual, $10 million if other than an individual. | • Not less than 20 years, not more than life imprisonment.<br>• If death or serious injury, mandatory life imprisonment.<br>• Fine not more than $8 million if an individual, $20 million if other than an individual. |
| **Marijuana** | 100 kilograms to 999 kilograms mixture; or 100 to 999 plants | • Not less than five years, not more than 40 years.<br>• If death or serous injury, not less than 20 years, not more than life imprisonment.<br>• Fine not more than $2 million if an individual, $5 million if other than an individual. | • Not less than 10 years, not more than life imprisonment.<br>• If death or serious injury, mandatory life imprisonment.<br>• Fine not more than $4 million if an individual, $10 million if other than an individual. |
| **Marijuana** | more than 10 kilograms hashish; 50 to 99 kilogram mixture<br>more than 1 kilogram of hashish oil; 50 to 99 plants | • Not more than 20 years.<br>• If death or serious injury, not less than 20 years, not more than life imprisonment.<br>• Fine $1 million if an individual, $5 million if other than an individual. | • Not more than 30 years.<br>• If death or serious injury, mandatory life imprisonment.<br>• Fine $2 million if an individual, $10 million if other than an individual. |
| **Marijuana** | 1 to 49 plants; less than 50 kilogram mixture | • Not more than five years.<br>• Fine not more than $250,000, $1 million if other than an individual. | • Not more than 10 years.<br>• Fine $500,000 if an individual, $2 million if other than an individual. |
| **Hashish** | 10 kilograms or less | | |
| **Hashish Oil** | 1 kilogram or less | | |

**From the U.S. Drug Enforcement Administration*

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# Drug-Free Workplace Policy

## *Acknowledgement of Receipt*

By signing this document, the employee or student agrees to abide by Paul Mitchell The School Ogden 's Drug-Free Workplace Policy and understands the sanctions associated with violating such policy.

***Check one:***

☐ Staff

☐ Student

| | |
|---|---|
| Print Name | ID or Social Security Number |
| Signature | Date |

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