

# Drug and Alcohol Abuse Prevention Program Biennial Review

To Measure the Effectiveness of SBS's DAAPP

This biennial review is being conducted by Seguin Beauty School. The materials used are SBS's documentation concerning drug related crimes and alcohol abuse and SBS's Annual Crime Statistics Reports of the last five years. SBS provides its students drug related and alcohol abuse related materials which are published on the school's website and provided throughout the students training program. The results displayed in the five year crime statistics reports is zero crimes of any kind which appears to indicate a successful DAAPP.

While SBS feels that the program has served well for past years, the institution always seeks to improve upon its programs when possible. SBS has recently obtained booklets relating to drug and alcohol abuse as well as sex crimes to provide to its students and staff. We will continue to post our ASR and DAAPP on the institutions website and notify all students, prospective students and personnel of the exact location of the materials and how to access the materials. We also will publish and provide each student and employee with a hard copy. We will review and update this review again in 2017 and each odd year thereafter.

Seguin Beauty School has developed a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The institutions Annual Security Report includes the drug program requirements that the program provides:

- (1) the annual distribution to each student and employee
  - (a) standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities;
  - (b) a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - (c) a description of the health-risks associated with the use of illicit drugs and the abuse of alcohol;
  - (d) a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
  - (e) a clear statement that the institution will impose sanctions on students and employees consistent with local, State, and Federal law), and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by subparagraph (A); and
- (2) a biennial review by the institution of the institution's program to -
  - (a) determine the program's effectiveness and implement changes to the program if the changes are needed;
  - (b) determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of any of the institution's activities; and are reported to campus officials;
  - (c) determine the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities; and (d) ensure that the sanctions are consistently enforced.

A copy of each item required by the Drug-Free Schools and Communities Act and the Department of Education's General Administrative Regulations as well as the results of the biennial review is available upon request.

## **DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM**

### **STATEMENT OF STANDARDS OF CONDUCT**

#### **Alcohol and Illegal Drugs**

In keeping with all legal, state and federal laws, SBS prohibits the possession, use or distribution of drugs and alcohol by students or employees while on school property or when involved in any school-sponsored activity.

Any student or employee who is or has been consuming alcohol or drugs on school property will be considered the same as though they came on to school property under the influence of alcohol or drugs. For the first offense, students or employees will be suspended for one day. Should a second offense occur, the completion of a drug rehabilitation program will be required at the student's expense. Termination will occur for a third offense. There will be an incident report placed in the individuals file.

Any student or employee having possession of alcohol or drugs, even though not under the influence, will be suspended one day for the first offense. The second offense will be reported to the police, the student and or employee will be terminated. There will be an incident report placed in the individuals file. If conditions warrant such actions, the school reserves the right to search any containers or the person if it appears a student or employee is involved in alcohol or drug use or possession.

The police department or any legal drug enforcement officials are welcomed to the school at any time for investigation or making arrest. Penalties or punishment will depend upon the crime. Each case will be determined by the individual's record.

The institution will impose sanctions on students and employees consistent with local, State, and Federal law), and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

SBS officials concerned that a student or official has an alcohol or drug problem should notify the Chief Administrator or Local Administrator who will observe the person and question the persons use or abuse and the need for help. A list of rehabilitation facilities will be provided to the person regardless of their response.

Involuntary referral is determined if the person admits use but denies needing help.

Voluntary referral is determined if a person admits use and the need for help.

If the person denies use or abuse, it should not be considered involuntary referral.

A report should be filed when a voluntary or involuntary referral is made. The report will be retained for the drug program review.

# **Drug Free School Policy**

This policy is created to adhere to the federal regulations authorized by section 1213 of the Higher Education Act of 1965, as amended by the Drug Free School and Communities Act amendments of 1989 (Pub. L. 101-226)

This policy will be at least annually reviewed and distributed to each student and employee. To prevent the illicit use of drug and the abuse of alcohol by Seguin Beauty School students, and employees, the following codes have been adopted:

1. Seguin Beauty School believes it is in the interest of the employees, employees families, students and patrons of the school that staff members and students will not be permitted to remain on campus if found with drugs, alcohol or drug paraphernalia. This institution will notify legal authorities of the incident.
2. If a student or employee of the school has a reasonable suspicion based on objective criteria that another employee or student is under the influence of alcohol or drugs, here-in-after referred to as “substances” the Chief Administrator or manager in charge will present the observations to the person, let the suspected user either confirm or deny. The Chief Administrator may require that the person immediately go to a medical facility to provide both urine and blood specimens for the purpose of testing and to receive a fitness for work examination by a licensed physician.
3. Reasonable suspicion based on objective criteria means suspicion based on specific personal observations that the school representative can describe concerning the appearance, behavior, speech or breath odor of the person.
4. A person, who refuses to be examined and tested or refuses to admit substance abuse, will not be allowed to remain on campus.
5. Persons subject to the requirement for testing shall be suspended, effective immediately for the period of time required to process and confirm test results.
6. Employees whose test results are negative and who pass the examination shall be reinstated with back pay for the period of suspension. Employees who test results are positive will not be eligible for reinstatement with back pay but shall be given the opportunity to immediately self-refer into a substance abuse assistance program. In the absence of immediate self-referral, such employees will be discharged.
7. Students whose test results are negative and who pass the examination shall be allowed to return to school. A student whose test results are positive will not be allowed to return to school or participate in any of the schools programs.
8. Seguin Beauty School acknowledges that substance abuse is a serious and complex, but treatable condition/disease that negatively affects the productive, personal and family lives of employees and students as well as the stability of the school. Any person may request assistance in finding an available treatment and rehabilitation service from the school administrator or staff member.
9. All students enrolled in Seguin Beauty School must sign an “anti-drug abuse act certification” which reads:  
*I certify that as a condition of my Pell grant, I will not engage in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance during the period covered by my Pell grant.*
10. Any student convicted of unlawful manufacture, distribution, dispensation, possession or use of a controlled substance will immediately be dropped from the school’s program.
11. Any employee convicted of unlawful manufacture, distribution, dispensing, possession or use of a controlled substance will immediately be terminated.
12. To insure program effectiveness, substance-free employees are a mandatory sanction.
13. A description of the health risks associated with the use of illicit drugs and abuse of alcohol is enclosed provided at least annually to all students and staff members.
14. A description of the applicable legal sanctions under federal law for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is provided at least annually to all students and staff members.
15. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to students or staff are available upon request.
16. This institution will impose sanctions on students and employees (consistent with local, state and federal law) and which include expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by this policy.
17. The institution will have a biennial review of its drug prevention program to determine its effectiveness and implement changes to the program if they are needed.
18. The biennial review will also ensure that the sanctions required by section 11 are consistently enforced.

# LEGAL SANCTIONS IMPOSED UNDER FEDERAL, STATE AND LOCAL LAWS



U.S. Department of Justice  
Drug Enforcement Administration

## Federal Trafficking Penalties

Drug Schedule	Quantity	1st Offense	2nd Offense	Quantity	1st Offense	2nd Offense
Methamphetamine Schedule II	5 - 49 gms pure or 50-499 gms mixture	<p>Not less than 5 yrs and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if other than an individual.</p>	<p>Not less than 10 yrs and not more than life. If death or serious injury, not less than life. Fine of not more than \$4 million if an individual, \$10 million if other than an individual.</p>	50 gms or more pure or 500 gms or more mixture	<p>Not less than 10 yrs and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if other than an individual.</p>	<p>Not less than 20 yrs and not more than life. If death or serious injury, not less than life. Fine of not more than \$8 million if an individual, \$20 million if other than an individual.</p>
Heroin Schedule I	100-999 gms mixture			1 kg or more mixture		
Cocaine Schedule II	500-4,999 gms mixture			5 kgs or more mixture		
Cocaine Base Schedule II	5 - 49 gms mixture			50 gms or more mixture		
PCP Schedule II	10 - 99 gms pure or 100-999 gms mixture			100 gms or more pure or 1 kg or more mixture		
LSD Schedule I	1 - 9 gms mixture			10 gms or more mixture		
Fentanyl Schedule II	40-399 gms mixture			400 gms or more mixture		
Fentanyl Analogue Schedule I	10 - 99 gms mixture			100 gms or more mixture		
Others (Schedules I & II) <i>(Includes 1 gm or more flunitrazepam)</i>	Any	Not more than 20 yrs. If death or serious injury, not less than 20 yrs, not more than life. Fine \$1 million individual, \$5 million not individual.	Not more than 30 yrs. If death or serious injury, life. Fine \$2 million individual, \$10 million not individual.			
		<b>1st Offense</b>		<b>2nd Offense</b>		
Others Schedule III <i>(Includes 30 mgs - 999 mgs flunitrazepam)</i>	Any	Not more than 5 yrs. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 10 yrs. Fine not more than \$500,000 individual, \$2 million not individual.		
Others* Schedule IV <i>(Includes less than 30 mgs flunitrazepam)</i>	Any	Not more than 3 yrs. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 6 yrs. Fine not more than \$500,000 individual, \$2 million not individual.		
All Schedule V	Any	Not more than 1 yr. Fine not more than \$100,000 individual, \$250,000 not individual.		Not more than 2 yrs. Fine not more than \$200,000 individual, \$500,000 not individual.		

\* Although flunitrazepam is a Schedule IV controlled substance, quantities of 30 or more milligrams of flunitrazepam are subject to greater statutory maximum penalties than the above-referenced penalties for Schedule IV controlled substances. See 21 U.S.C. §841(b)(1)(C) and (D).

## Health Risks Associated With the use of Illicit Drugs & Abuse of Alcohol

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral, and social problems.

These include:

Acute health problems related to intoxication or overdose (blackouts, convulsions, coma, and death).

Physical and psychological dependence.

- Malnutrition.
- Long-term health problems, including cirrhosis of the liver.
- Organic brain damage.
- High blood pressure.
- Heart disease.
- Ulcers and cancer of the liver mouth, throat, and stomach.
- Contraction of diseases such as AIDS through the sharing of hypodermic needles.
- Pregnancy problems including miscarriages, still births and learning disabilities.
- Fetal Alcohol Syndrome (physical and mental birth defects).
- Psychological or psychiatric problems.
- Diminished behavior (hangover, hallucinations, disorientation, slurred speech).
- Unusual or inappropriate risk-taking, which may result in physical or emotional injury or death.
- Violent behavior toward others, such as assaults and rape.
- Accidents caused by operating machinery while impaired.
- Impaired driving resulting in alcohol- and drug-related arrests, traffic accidents, injuries, and fatalities; negative effects on academic or work performance.
- Conflicts with co-workers, classmates, family, friends, and other conduct problems resulting in disciplinary actions, including loss of employment and legal problems including imprisonment.

### Health Risks

The potential consequences of drug and alcohol use are enormous for students, employees, and the institution. These include increased damages to buildings, disruption of work schedules, discipline incidents, arrests, physical injuries, accidents and suicide attempts, to name just a few. Further, there is significant evidence that students and employees who consume alcohol and/or use drugs are more likely than others to have ineffective interpersonal relationships and increased incidences of absenteeism. Students who engage in the use of such substances are prone to earn lower grades, drop out of college more often and suffer negative consequences. More specifically, when people use drugs/alcohol, they put themselves at risk for developing a variety of physiological side effects.

**Alcohol:** Cirrhosis of the liver is closely linked to the consumption of alcohol. There is also a link between drinking alcohol and such conditions as heart disease, malnutrition, hypertension, and cancer. Serious nervous disorders, mental disorders, or brain damages are also risks. Alcohol, like many other drugs that affect the central nervous system, can be physiologically addictive. Drinking need not be long term or addictive to cause accidental injury or death. Even small amounts of alcohol limit coordination and increase a person's risk of becoming involved in a traffic or household accident. Alcohol consumption causes a number of marked changes in behavior. Even low doses can increase the incidence of aggressive behavior. Alcohol intoxication is equivalent to a drug overdose. Women who drink even small amounts during pregnancy may give birth to infants with fetal alcohol syndrome, and children of alcoholic parents have a 40% greater risk of developing alcoholism than those of parents who are not alcoholic.

**Marijuana:** Some immediate physical effects of marijuana include a faster heartbeat and pulse rate, bloodshot eyes, and a dry mouth and throat. Marijuana during pregnancy may result in premature babies and in low birth weights. Studies of

men and women who use marijuana have shown that marijuana may influence levels of some hormones. Marijuana use increases the heart rate as much as fifty percent, and can cause chest pain. Marijuana smoke irritates the lungs and damages the way they work, leading to emphysema and possible cancer. The mood altering effects of marijuana are the result of the chemical delta – 9 tetrahydrocannabinol (THC). THC is fat-soluble and can remain in the body up to three weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart, and reproductive organs. The numerous carcinogenic chemicals found in marijuana make it particularly harmful to the lungs. Loss of memory, lack of motivation, and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.

**Opiates (Opium, Morphine, Heroin, Codeine, Demerol):** Over time, opiate users may develop infections of the heart lining and valves, skin abscesses, and congested lungs. Infections from unsterile solutions, syringes, and needles can cause illness such as liver disease, tetanus, and serum hepatitis.

**Hallucinogens (LSD, Mescaline, Psilocybin, DMT, and PCP):** Users of hallucinogens sometimes develop signs of organic brain damage, such as impaired memory and attention spans, mental confusion, and difficulty with abstract thinking. Large doses of PCP may result in a convulsive seizure, coma, and death. Mood disorders occur and the user may become violent, irrational, and potentially harmful to self and others. LSD, Mescaline, and psilocybin, cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, depersonalization, and loss of control. While relatively rare, flashbacks may occur.

**Barbiturates:** Abusive doses of barbiturates (Seconal, Nembutal, Benzodiazepines, Valium, Librium, Tranxene, Quaaludes, Placidyl, Noctec, Miltown) can cause slurred speech, staggering gait, poor judgment, slow and uncertain reflexes, unconsciousness, and even death.

**Depressants:** The use of depressants can result in a change in tolerance and physical as well as psychological dependency. The combining of several depressants (e.g. Valium and alcohol) will potentiate the depressant effects, multiplying the health hazards. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, and death.

**Steroids:** Steroid users can experience serous cardiovascular, liver, central nervous system, gastrointestinal, and reproductive disorders. In males, use can result in sterility, impotence, and arrested growth. Psychological impairment includes mood swings, depression, and very aggressive behavior.

**Narcotics:** Tolerance, especially at the euphoric effect of narcotics and physical dependence, develops rapidly in order to avoid the abstinence syndrome; the addict becomes preoccupied with acquiring the drug. Withdrawal symptoms are extremely uncomfortable, though they seldom are life threatening.

**Stimulants (Amphetamines and cocaine):** An amphetamine injection creates sudden increases in blood pressure that can cause death from a stroke, very high fever, or heart failure. Long term, heavy use of amphetamines can lead to malnutrition, skin disorders, ulcers, and various diseases that come from vitamin deficiencies. Lack of sleep, weight loss, depression, and brain damage can also result from regular use. Users of cocaine report feelings of restlessness, irritability, anxiety, and sleeplessness. Occasional use can cause a stuffy or runny nose, while chronic snorting can ulcerate mucous membranes of the nose. Injecting cocaine with unsterile equipment can cause hepatitis or other infections. Death from cocaine is the result of multiple seizures followed by respiratory and cardiac arrest.

**Crack:** The general effects of using crack include extreme changes in blood pressure and increase in heart and respiration rates, insomnia, anxiety, nausea, tremors, convulsions, and death. Smoking crack can cause lung damage, heart attack, stroke, respiratory problems, weight loss, and generally poor health.

## **A DESCRIPTION OF DRUG OR ALCOHOL COUNSELING, TREATMENT OR REHAB PROGRAMS**

### **Drug or Alcohol Counseling, Treatment, or Rehabilitation Centers**

- a. Teddy Buerger Center  
1215 E Court St, Seguin, TX 78155 (830) 401-7367
  - b. Alcoholics Anonymous  
2365 Huber Rd, Seguin, TX 78155 (830) 379-4773
  - c. Guadalupe Regional Medical Center  
1331 E Court St, Seguin, TX (830) 401-7367
  - d. Guadalupe Valley Council On Alcohol & Drug Abuse  
178 Steel Mill Dr Ste 204 Seguin, TX 78155 (800) 734-0142
  - e. Alcoholics Anonymous  
1142 Eikel St, New Braunfels, TX 78130 (830) 625-0057
  - f. Changing Ways 1040 N Walnut Ave Ste D,  
New Braunfels, TX 78130 (830) 643-1445
- Alcoholics Anonymous-<http://www.aa.org>
  - National Suicide Prevention Lifeline – 1-800-SUICIDE (784-2433)
  - National Alliance for the Mentally Ill – 1-800-950-6264

### **STATEMENT THE INSTITUTION WILL IMPOSE DISCIPLINARY SANCTIONS**

Seguin Beauty School will impose sanctions on students and employees consistent with local, State, and Federal law), and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities.

**SEGUIN BEAUTY SCHOOL**

**CRIME STATISTICS**

CRIMINAL OFFENSE	ON CAMPUS SBS Seguin				PUBLIC PROPERTY				ON CAMPUS SBS New Braunfels				PUBLIC PROPERTY			
	YEAR	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex offenses - forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HATE CRIMES</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex offenses - forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ARRESTS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY ACTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons, carrying, possessing, etc	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## **Drug and Alcohol Abuse Prevention Program Biennial Review**

The Chief Administrator will perform an evaluation on the institutions Drug and Alcohol Abuse Prevention Program biennially by October.

The Chief Administrator will review the prior year's records for documentation relating to the DAAPP.

The Chief Administrator reviewed the school year records of   2014  

Percent of Student files reviewed                   30                    
Percent of Personnel files reviewed                   100                    
Percent of Daily Incident Log forms reviewed   100                    
Reviewed Annual police reports obtained for drug or alcohol related crimes   yes    
Of School and or Police reports:  
1. The number of 1 offenses   0                    
2. The number of 2 offenses   0                    
3. The number of 3 offenses   0                    
4. The number of voluntary counseling referrals   0                    
5. The number of involuntary counseling referrals   0                    
6. Terminations resulting from drug or alcohol use   0                    
7. Drug or alcohol related accidents   0                    
8. Compare current year data with past year data   0                  

Note: Records to be used include but are not limited to: student files, personnel files, Daily Incident Log, annual police reports

Draw conclusions about the appropriateness and effectiveness:

1. Determine the program's effectiveness and implement changes to the program if the changes are needed:   no reported violations, incidents or counseling referrals
2. Determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of any of the institution's activities; and are reported to campus officials:   no violations or fatalities
3. Determine the number and type of state or federal sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities;   no imposed sanctions
4. Ensure that the institutional sanctions required are consistently enforced:   NA

Chief Administrator:   JOE P. EVANS

Date: 7/31/15