



Body Wisdom, Inc.

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DRUG POLICY

This Policy is distributed to new students or staff and to active students and staff once annually by e-mail attachment by October 1st.

Wisdom Massage Therapy School is a drug-free and alcohol-free campus. The purpose of this policy is to ensure a safe environment for all students, staff, and clients. This policy applies to all students, staff, contractors, and temporary workers. Substances covered under this policy include alcohol, illegal drugs, inhalants, prescription drugs, synthetic drugs and over-the-counter drugs.

We reserve the right to inspect Body Wisdom School premises, desks, lockers, storage areas, work areas, offices and other property supplied by the school. All such property is school property. Body Wisdom School reserves the right to conduct alcohol and drug tests at any time.

The school will impose sanctions on students and staff for violations of the standards of conduct, including refusal to be tested, providing false information, and/or failure to cooperate in a school investigation regarding drug or alcohol use, consistent with local, state, and federal law, up to and including immediate suspension, expulsion or termination of employment, and referral for prosecution. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

All staff and students are forbidden to use, possess, transfer or sell illegal drugs on company premises. Violators will be subject to disciplinary action, including immediate discharge for staff and expulsion for students.

All staff and students are forbidden to use, possess or be under the influence of alcohol on company premises. Violators will be subject to disciplinary action that may include immediate discharge for staff and expulsion for students.

All staff and students are prohibited from being under the influence of any drug on company premises. Any off-duty staff or student who is arrested for possession, use, being under the influence of or selling illegal drugs will be suspended pending the outcome of the judicial proceedings. The staff member or student will be discharged or dismissed if subsequently convicted of a drug-related crime. Illegal use, possession or distribution of drugs is subject to criminal legal sanctions under local, state and federal law.

Definitions Under This Policy:

1. "Alcohol" means the intoxicating agent in beverage alcohol.
2. "Alcohol concentration" means the number of grams of alcohol per:
 - 210 liters of breath,
 - 100 milliliters of whole blood, or
 - 67 milliliters of urine.
3. "Body Wisdom School premises" include our buildings, grounds, and parking lot.
4. "Controlled Substance" has the meaning assigned by Iowa Code 124.101 (5)
5. "Drug" means any substance (other than alcohol) that has known mind- or function-altering effects on humans, including controlled substances, structural analogs of controlled substances, illegal drugs, prescription drugs, over-the-counter drugs and inhalants.
6. "Drug-Free Campus" means where Body Wisdom School staff, faculty and students are not under the influence of drugs or alcohol.
7. "Drug Metabolite" is the detectable substance in a drug.
8. "Illegal Drug" is any drug that is illegal for possession, use, sale, or transfer for those who lack the appropriate license, registration or prescription, as defined by Iowa and federal law.
9. An "inhalant" is any substance that produces mind- or function-altering effects on humans when inhaled.
10. Under the Influence" is a state of having:
 - a detectable level of the metabolite of an illegal drug, or
 - an alcohol concentration of 0.04 or more, or
 - not having the normal use of mental or physical faculties based on the introduction into the body of alcohol or drugs, or both.

Body Wisdom School Rules - You must follow these rules while on School premises or represent at school sanctioned events:

1. You may not use, possess or be under the influence of alcohol on school premises. With prior consent you may drink moderately at certain off-premises, school-related meetings or social gatherings.
2. You may not use, possess or be under the influence of illegal drugs.
3. You may not sell, buy, transfer or distribute drugs. We reserve the right to report such actions to the authorities.
4. You may not sell, buy, transfer or distribute drug paraphernalia.
5. You may not use or be under the influence of inhalants.
6. You must follow these rules if you take prescription or over-the-counter drugs while on school premises or while conducting company business:
 - You may use a prescription drug only if a licensed health care provider prescribed it to you within the last year.
 - You may use prescription or over-the-counter drugs only if they do not generally affect your ability to work safely and effectively.
 - You must keep these drugs in their original containers or bring only a single-day supply.

Body Wisdom School reserves the right to consult a doctor to determine if a prescription or over-the-counter drug may create a risk of harm to you or others if you use it on the job. The school may restrict you from working in the clinic or performing bodywork during class while you are using a prescription or over-the-counter drug that creates such a risk.

7. You may not use machinery while taking prescription or over-the-counter drugs that impair your ability to work safely. This includes vehicles.
8. You must cooperate with any investigation into drug or alcohol use. An investigation may include tests to detect the use of alcohol, drugs or inhalants.

Applicable Legal Sanctions for Illegal Drugs - Both state and federal laws prohibit distribution of, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. State penalties range from 6 months to life confinement and a fine of \$430 to \$1,000,000 depending upon the type and quantity of drug involved. Conviction may also result in the loss of state and federal benefits, such as grants, school loans, or work assistance, during the time periods required by federal law. Specific drugs, amounts, and penalties are described in Iowa Code § 124.

Maximum federal penalties range from 1-year confinement to life imprisonment and a fine of \$250,000 to \$4,000,000, depending upon the type and quantity of drug involved. Specific drugs, amounts, and penalties are described in Table B. State and federal legal sanctions are subject to change by the General Assembly and Congress, respectively.

Illegal Drug Penalty Enhancement - The maximum term and fine increase significantly if state or federal penalty enhancement rules apply. Factors which raise maximum penalties under Federal penalty enhancement rules include death or serious bodily injury; prior drug conviction; placing at risk or distributing a drug to a person under 21 years old; using a person under 18 years of age to assist in the drug violation; and distributing or manufacturing a drug within 1,000 feet of school property, including the University of Iowa campus. Penalty enhancement rules apply to defendants age 18 years or older. Factors which raise maximum penalties under state penalty enhancement rules include using firearms or dangerous weapons in the commission of the offense; distributing or possessing with intent to distribute within 1,000 feet of school, public pool, or recreation center.

Possession of Illegal Drugs - Both state and federal laws prohibit possession of a controlled substance. The maximum state and federal penalty for possession is confinement for 1 year and a fine of \$1,500. The maximum term and fine increase significantly in the event that state or federal penalty enhancement rules apply. A person in possession of a small amount of a controlled substance for personal use may be assessed a civil fine up to \$10,000 in addition to any criminal fine. Under state law, repeat offenders may face fines up to \$10,245 and confinement up to five years.

Driving While Intoxicated - Under state law, a person found guilty of operating a motor vehicle while under the influence of drugs or alcohol, or of having an alcohol concentration of .08% or higher, or of having any amount of a controlled substance in the person's blood or urine, shall be imprisoned for not less than 48 hours and fined not less than \$1,250 for the first offense. For the second OWI offense the minimum period of confinement is 7 days and a fine of not less than \$1,875 and up to \$6,250. The minimum period of confinement for the third or subsequent OWI conviction is 30 days, and could be up to 5 years, with a fine of not less than \$3,125 and up to \$9,375. If a person under 21 years of age is operating a motor vehicle with an alcohol concentration of .02% or greater, the person's driver's license will be revoked for at least 60 days, even if the person is not legally intoxicated. If a person is operating while intoxicated, the person's driver's license will be revoked for at least 180 days.

Alcohol-Related Offenses - The drinking age in Iowa is 21. State law prohibits:

1. Purchase, attempt to purchase, possession, or use of alcohol under the drinking age;
2. Giving or selling alcohol to a person under the drinking age;
3. Driving a motor vehicle with an open container of alcohol in the passenger compartment;
4. Giving or selling alcohol to an intoxicated person; and
5. Public intoxication.

Municipal Code of the City of Urbandale:

§ 132.31 PUBLIC CONSUMPTION OR INTOXICATION. A person shall not use or consume alcoholic liquor, wine or beer upon the public streets or highways. A person shall not use or consume alcoholic liquor in any public place not covered by a liquor control license. While within the boundaries of a city park, a person shall follow all applicable rules and regulations set forth by the Parks and Recreation Commission with respect to the consumption of beer and wine. A person shall not possess or consume alcoholic liquors, wine or beer on public school property or while attending any public or private school-related function. A person shall not be intoxicated or simulate intoxication in a public place. A person violating this division is guilty of a simple misdemeanor.

When a peace officer arrests a person on a charge of public intoxication under this section, the peace officer shall inform the person that the person may have a chemical test administered at the person's own expense. If a device approved by the Commissioner of Public Safety for testing a sample of a person's breath to determine the person's blood alcohol concentration is available, that is the only test that need be offered the person arrested. In a prosecution for public intoxication, evidence of the results of a chemical test performed under this division is admissible upon proof of a proper foundation. The percentage of alcohol present in a person's blood, breath or urine established by the results of a chemical test performed within two hours after the person's arrest on a charge of public intoxication is presumed to be the percentage of alcohol present at the time of arrest.

§ 132.51 UNLAWFUL POSSESSION OF A CONTROLLED SUBSTANCE. It is unlawful for any person knowingly or intentionally to possess a controlled substance unless the substance was obtained directly from or pursuant to a valid prescription or order of a practitioner while acting in the course of the practitioner's professional practice, or except as otherwise authorized by Iowa Code Chapter 124. Any person who violates this provision is guilty of a simple misdemeanor.

§ 10.99 PENALTY. Unless another penalty is expressly provided by the code of ordinances for any particular provision, section or chapter, any person failing to perform a duty, or obtain a license required by, or violating any provision of the code of ordinances, or any rule or regulation adopted herein by reference shall, upon conviction, be subject to a fine as allowed under Iowa Code. (Iowa Code § 364.3(2)) (1999 Code, § 1.10)

Impact of Drug Conviction on Title IV Eligibility - Under federal law, a recipient of Title IV student financial assistance (federal grants, loans, and work-study), who is convicted for possession and/or sale of illegal drugs while enrolled as a student at <insert school name>, will be ineligible for further Title IV funds for a fixed period of time, as indicated below.

OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THREE OR MORE OFFENSES
Possession	1 year from conviction date	2 years from conviction date	Indefinite period
Sale	2 years from conviction date	Indefinite period	

Ineligibility periods for Title IV funds for illegal drug convictions - Students convicted of both possession and selling illegal drugs will have their periods of ineligibility extended, meaning the student will be ineligible for the longer period. A student may regain eligibility the day after the period of ineligibility ends or when the student successfully completes a qualified drug rehabilitation program. The student will lose eligibility again upon a subsequent drug conviction. For complete information, please see FAFSA web page at <http://www.fafsa.ed.gov> or contact the Federal Student Aid Information Center at 1-800-4-FED-AID.

Health Risks - Alcohol's Effects on the Body (per <http://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>)

Drinking too much, on a single occasion or over time, can take a serious toll on your health. Here's how alcohol can affect your body:

Brain: Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart: Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Stroke
- Arrhythmias – Irregular heart beat
- High blood pressure

Research also shows that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.

Liver: Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

Steatosis, or fatty liver, alcoholic hepatitis, fibrosis, cirrhosis

Pancreas: Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer: Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the mouth, throat, breast, esophagus, liver.

Immune System: Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

Effects of Drug Abuse and Addiction - (per <http://recovergateway.org/substance-abuse-resources/drug-addiction-effects/>)

Drugs are chemicals. Different drugs, because of their chemical structures, can affect the body in different ways. In fact, some drugs can even change a person's body and brain in ways that last long after the person has stopped taking drugs, maybe even permanently.

Depending on the drug, it can enter the human body in a number of ways, including injection, inhalation, and ingestion. The method of how it enters the body impacts on how the drug affects the person. For example: injection takes the drug directly into the blood stream, providing more immediate effects; while ingestion requires the drug to pass through the digestive system, delaying the effects.

Most abused drugs directly or indirectly target the brain's reward system by flooding the circuit with dopamine. Dopamine is a neurotransmitter present in regions of the brain that regulate movement, emotion, cognition, motivation, and feelings of pleasure. When drugs enter the brain, they can actually change how the brain performs its jobs. These changes are what lead to compulsive drug use, the hallmark of addiction.

Injuries: More deaths, illnesses and disabilities stem from substance abuse than from any other preventable health condition. Today, one in four deaths is attributable to illicit drug use. People who live with substance dependence have a higher risk of all bad outcomes including unintentional injuries, accidents, risk of domestic violence, medical problems, and death.

Health Problems: The impact of drug abuse and dependence can be far-reaching, affecting almost every organ in the human body:

- Weaken the immune system, increasing susceptibility to infections.
- Cause cardiovascular conditions ranging from abnormal heart rate to heart attacks. Injected drugs can also lead to collapsed veins and infections of the blood vessels and heart valves.
- Cause nausea, vomiting and abdominal pain.
- Cause the liver to have to work harder, possibly causing significant damage or liver failure.
- Cause seizures, stroke and widespread brain damage that can impact all aspects of daily life by causing problems with memory, attention and decision-making, including sustained mental confusion and permanent brain damage.
- Produce global body changes such as breast development in men, dramatic fluctuations in appetite and increases in body temperature, which may impact a variety of health conditions.

Effects On The Brain: Although initial drug use may be voluntary, drugs have been shown to alter brain chemistry, which interferes with an individual's ability to make decisions and can lead to compulsive craving, seeking and use, becoming a substance dependency.

- All drugs of abuse - nicotine, cocaine, marijuana, and others - effect the brain's "reward" circuit, which is part of the limbic system.
- Drugs hijack this "reward" system, causing unusually large amounts of dopamine to flood the system.
- This flood of dopamine is what causes the "high" or euphoria associated with drug abuse.

Behavioral Problems:

- Paranoia
- Aggressiveness
- Hallucinations
- Addiction
- Impaired Judgment
- Impulsiveness
- Loss of Self-Control

Birth Defects: Nearly 4 percent of pregnant women in the United States use illicit drugs such as marijuana, cocaine, Ecstasy and other amphetamines, and heroin*. These and other illicit drugs may pose various risks for pregnant women and their babies. Some of these drugs can cause a baby to be born too small or too soon, or to have withdrawal symptoms, birth defects, or learning and behavioral problems.

Additionally, illicit drugs may be prepared with impurities that may be harmful to a pregnancy.

Finally, pregnant women who use illicit drugs may engage in other unhealthy behaviors that place their pregnancy at risk, such as having extremely poor nutrition or developing sexually transmitted infections.

* Substance Abuse and Mental Health Administration. Results from the 2006 National Survey on Drug Use and Health: National Findings. Office of Applied Studies, NSDUH Series H-32, DHHS, Publication No. SMA 07-4293, 2007. Retrieved May 11, 2011 from http://www.marchofdimes.com/pregnancy/alcohol_illicitdrug.html Know the Facts: Substance Abuse: The Nation's Number One Health Problem, Prepared by the Schneider Institute for Health Policy, Brandeis University for The Robert Wood Johnson Foundation, 2001, Retrieved May 11, 2011 from www.rwjf.org/files/publications/.../SubstanceAbuseChartbook.pdf

Testing - Testing may include urine, blood, breathalyzer oral fluid or hair tests. Before testing, you will have the chance to explain the legal use of any drugs.

Assistance & Drug & Alcohol Abuse Resources

Iowa: Iowa Department of Public Health Your Life Iowa * <https://www.yourlifeiowa.org/> * (855) 581-8111

National: Alcoholics Anonymous * <http://www.aa.org/>

National Institute on Alcohol Abuse and Alcoholism - Alcohol & Your Health * <http://www.niaaa.nih.gov/alcohol-health>

Public education materials * <https://niaaa.nih.gov/publications/brochures-and-fact-sheets>

Federal Substance Abuse and Mental Health Services Administration - Behavioral Health Treatment Services Locator

<https://findtreatment.samhsa.gov/locator/home>

DEA –United States Drug Enforcement Administration - <https://www.dea.gov/druginfo/factsheets.shtml>

The National Reentry Resource Center * <https://nationalreentryresourcecenter.org/>