



Body Wisdom, Inc.

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DRUG-FREE CAMPUS POLICY

Body Wisdom School is a drug-free campus. The purpose of this policy is to ensure a safe learning environment for all students, faculty, staff and clients. This policy applies to all employees, contractors, temporary workers and students. 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 may terminate your employment or enrollment if you violate this policy, refuse to be tested, provide false information, and/or fail to cooperate in a school investigation regarding drug or alcohol use.

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 you are on Body Wisdom School premises and when you represent Body Wisdom School at 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.

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
- Arrhythmias – Irregular heart beat
- Stroke
- 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
- Esophagus
- Throat
- Liver
- Breast

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.

Drug use can:

- 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. This then becomes 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 - Body Wisdom School provides education on drug and alcohol abuse. You can also get counseling on substance abuse and other issues. For more information, contact the Administrator of Student Affairs.

Agreement to Follow Policy:

I have received and read a copy of the Body Wisdom School Drug-Free Campus Policy. I agree to follow the rules in the policy. I consent to a drug or alcohol test as a condition of my initial employment/enrollment. I authorize any laboratory or medical provider to release such test results to Body Wisdom School.

I release Body Wisdom School, its officers, directors, agents, employees, assigns and successors, and all other persons or firms associated with, or in any manner connected with the school, from any and all liability or claims, that may arise out of, or in connection with a drug or alcohol test, or this policy, for requiring tests, and any adverse employment/enrollment action taken as a result of tests or test results.

I understand that this statement does not limit my or the school's right to terminate my contract/employment/enrollment at any time for any reason.

(Contractor/Employee/Student Signature)

(Date)

(Print full Name)