



WOODRUFF MEDICAL AND WELLNESS TRAINING

1927 LAKESIDE PARKWAY, TUCKER, GA 30084

(404) 499-1777 WWW.WOODRUFFMEDICAL.EDU

Drugs and Alcohol Policy

Woodruff Medical and Wellness Training (“WMWT”) is committed to providing a safe, healthy, and efficient working environment for all employees/students. To help achieve this goal, employees/students are prohibited from:

- Possessing, distributing, selling, manufacturing, or being under the influence of any controlled substance;
- Consuming or selling alcoholic beverages while on campus, in company vehicles, or while on company business or time,
- or bringing alcohol onto campus; and
- Abusing prescription drugs or possessing drugs that have not been prescribed for the employee by physician.
- Consuming alcohol under the age of 21

Controlled substances mean any drug, substance, or immediate precursor included in the definition of controlled substance in the Official Code of Georgia Section 16-13-21 (4) or Schedule I through V of Section 202 of the Federal Controlled Substance Act [21 United States Code 812].

POTENTIAL LEGAL RAMIFICATIONS: The standards of conduct of this school clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities. Possession, use, or distribution as mentioned above may result in incarceration for a period not less than 12 months and /or a minimum fine of \$1000. The penalties for violation of the “controlled substances” provisions are numerous, and they vary, depending on the drug schedule under which the substance is listed, whether the act charged includes trafficking, and how much of the substance is involved. Penalties range from 5 to 30 years and include life for a second conviction of trafficking narcotics.

Possession of an alcoholic beverage by any person under age 21 may result in confinement, not to exceed 30 days, or a fine of not more than \$300, or both. For more information on Georgia laws and penalties relating to alcoholic beverages and illegal drug use, see titles 3 and 16 of the Official Code of Georgia (<http://www.lexisnexis.com/hottopics/gacode/default.asp>).

Under federal law, for a first offense, unlawful possession of a controlled substance (including marijuana) is punishable by a minimum fine of \$1,000 and up to one-year imprisonment. 21 U.S.C. 844(a). Unlawful distribution of a controlled substance (including marijuana) may result in fines of between \$250,000 and \$8,000,000 and up to life imprisonment, depending on the circumstances and the quantity and type of controlled substance distributed, with greater penalties for subsequent offenses.

For a more complete summary of federal laws and penalties for illegal drug use go to:

<http://www.usdoj.gov/dea/agency/penalties.htm>.

Any student who violates this policy is subject to corrective action up to, and including, termination of enrollment. Use of some drugs is detectable for several days. Detection of such drugs or the presence of alcohol will be considered being “under the influence.”

Violations of this above mentioned policy occur when there is reasonable evidence of illegal prohibited activity. At this point the Institution will act against all violators. In addition, all evidence of illegal activities will be turned over to the appropriate law enforcement agencies. Woodruff will provide timely written notice to any student who loses financial aid eligibility for violating this drug policy.

WMWT reserves the right to request random drug tests for its employees and students. Refusal to submit to a drug and/or alcohol screen is grounds for immediate termination. Law enforcement may also be invited to check our campuses at any time with any means they deem necessary (i.e., drug dogs).



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POTENTIAL HEALTH RISKS: Alcohol, a depressant, is absorbed into the bloodstream and transmitted to virtually all parts of the body. Even low doses of alcohol can significantly impair judgment and coordination, including the judgment required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also can increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions severely altering a person's ability to learn and remember information.

Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will provide the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of alcohol increases the risk of developing liver and heart disease, circulatory problems, peptic ulcers, various forms of cancer, and irreversible brain damage.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics themselves.

COUNSELING, TREATMENT AND EDUCATIONAL RESOURCES: While WMWT does not condone the abuse of alcohol, prescription drugs, and/or use of illegal drugs, WMWT does recognize that addiction to drugs and/or alcohol can be treated. If a student recognizes a personal addiction or abuse problem and seeks assistance from management in advance of detection, WMWT will assist the student in seeking treatment. The confidential nature of the employee's counseling and rehabilitation for drug and/or alcohol abuse will be preserved. Woodruff implements policies to reduce access, identify substance abuse early, and provide students with access within their local community for necessary treatment. However, students availing themselves of these services will not be exempt from WMWT's academic and conduct standards.

If any student, staff or faculty has questions or is seeking advice for substance abuse and the prevention thereof, confidential counseling services will be available on and off campus. For more information on counseling services and abuse awareness programs contact Karrie Kulick, Director of Academics at kkulick@genesiscareer.edu or by calling (615) 627-4725.

In keeping with US Public Law 101-226, Section 22: Drug Free Schools and Campuses it is WMWT's obligation to inform you of health risks associated with the use of illicit drugs, and alcohol. Any substance used through needle-sharing increases the risk of AIDS and Hepatitis B.

DISCIPLINARY ACTIONS: Any student found to be in violation of federal, state, and/or local laws, or who violates WMWT's alcohol and drug policy is subject to disciplinary procedures and/or can be referred to the appropriate authorities for legal prosecution. This action could range from an education or counseling program, up to and including suspension or permanent dismissal from the school.

When the school or the Financial Aid Department is officially notified that a student, who is a recipient of a Federal Pell Grant, is convicted via a court of law of a drug offense during the period of enrollment covered by the Federal Pell Grant, and for which the student had previously certified he or she would be drug free, that individual is in violation of the certification statement and must be reported to the U.S. Department of Education Office of Inspector General, in accordance with section 668.14 (g) of the Title IV Higher Education Act of 1965 and its amendments. Upon the final determination by the Office of the Inspector General, and the notification Woodruff Medical Training & Testing, the Financial Aid Department will implement the recommendations set forth in their findings, which may include the withholding of all further payments to the student. Until a final determination is made regarding fraud on the part of the student, the student will remain eligible for financial aid.



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Any student that has been suspended or terminated based on violating this substance abuse policy that wishes to return to our schools must first provide legitimate evidence that he/she has entered and successful completion a recognized rehabilitation program and/or submits proof of negative drug screens.

Acceptable Legitimate evidence:

- For successful completion of Drug Rehabilitation Program would include but not be limited to: certified certificate of completion, certified release from facility which indicates successful completion of a rehabilitation program.
- For proof of Negative drug screens would include but not be limited to: original official drug screening results received by the school directly from the screening facility.

If approved to return, these students or employees must comply with random drug screens that are to be documented in the student/employee files. Requests for reinstatement must be in written form and submitted to the President, Richard Bundy. Decisions by the President on these matters are final.

PARENTAL NOTIFICATION GUIDELINES FOR ALCOHOL AND CONTROLLED SUBSTANCE VIOLATIONS: These guidelines are in response to the Higher Education Amendments of 1998. These amendments created an exception to the Family Educational Rights and Privacy Act (FERPA), enabling universities to notify parents or legal guardians, under certain circumstances, of a student under 21 that uses or possesses alcohol or a controlled substance.

Notification of parents is done when the university believes it will help the student. When practicable, conversations normally are held with the student before contact is made with parents to determine whether such contact is the best course of action. Factors that are considered when deciding to contact a student's parent or guardian are: A consistent pattern of destructive or harmful behavior; behavior that may affect the student's overall well-being or the well-being of others; behaviors that may jeopardize their ability to remain a student; and/or a situation of imminent danger.

When determining parental notification to be in the best interest of the student, it is the university's philosophy to assist the student in contacting their parent/guardian directly. In most cases, the university will intervene only when a student is unwilling or unable to contact their parent/guardian.

All information relating to drug and/or alcohol screens is to be kept strictly confidential. The information will be kept in the student's file. These medical files will be kept locked and secured, and access will be limited to certain individuals in the organization. Under no circumstances should the results of a drug and/or alcohol screen be discussed with individuals that do not have a work-related need to know. The drug and alcohol policy is reviewed and evaluated every 2 years.

Drug abuse is extremely dangerous and can lead to dependency, addiction and death. Drug use and abuse causes approximately 20,000 deaths in the United States annually due to homicide and injuries, overdose, suicide, pneumonia, HIV infection, Hepatitis, and endocarditis.

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This policy shall remain in effect unless otherwise stated in writing. WMWT will review its alcohol and controlled substance policy annually for effectiveness and consistency of application and, where necessary, make appropriate changes.

TYPE OF DRUG AND POSSIBLE HEALTH RISKS

Stimulants - Speed up the action of the central nervous system. (A) Amphetamines (i.e. speed, crank, uppers) – heart problems, paranoia, death. Affects fetus. (B) Cocaine (i.e. coke, crack) – confusion, physical tolerance, dependency, damage to lungs and nasal membranes, heart problems, paranoia, convulsions, death. Affects fetus.

Depressants – Relaxes the central nervous system. (A) Barbiturates (i.e. downers) (B) Tranquilizers (i.e. valium, Librium) (C) Methadone (i.e. ludes) – confusion, loss of coordination, tolerance, dependency, seizures, coma, death. Especially dangerous when combined with Alcohol.

Cannabis – Alters the perception and mood. (A) Marijuana (i.e. grass, pot) (B) Hashish – lung damage, dependence, tolerance, confusion, loss of coordination, decreased sex drive.

Hallucinogens – Distort reality (A) Lysergic Acid Diethylamide (i.e. LSD, acid) Mescaline, MDA, MDMA, DMT, STP, Psilocybin – hallucinations, panic, tolerance, flashbacks, possible birth defects in user's children. (B) Phencyclidine (i.e. PCP, Angel Dust) – Depression, irrational behavior, confusion, convulsions, hallucinations, coma, death.

Narcotics – Lower pain reception. (A) Heroin. (B) Morphine. (C) Codeine. (D) Opium – lethargy, apathy, loss of judgment and self-control, tolerance, dependence, convulsions, coma, death.

Deliriants – Mental confusion. (A) Aerosol products. (B) Lighter Fluid (C) Paint Thinner and other Inhalants – damage to brain, lungs, convulsions, death.

Alcohol – A sedative drug – tolerance, dependence, depression, coma, death. Alcohol abuse is linked to cancer, heart and liver damage, and fetal alcohol syndrome.