EVERGREEN BEAUTY COLLEGE
DRUG FREE SCHOOL POLICY

Evergreen Beauty College believes that it is very important to provide a safe environment for all of its students and employees. Substance abuse, while at work, school or otherwise, seriously endangers the safety of students and Team Members, as well as the general public, and creates a variety of problems including increased theft, decreased morale, decreased productivity, and a decline in the quality of services provided. It is also our Policy to prevent the use and/or presence of these substances in the school.
The Evergreen Beauty College will strive to provide an environment conducive to making conscientious and healthy decisions when students are faced with difficult choices associated with the use of legal and illegal drugs.
It is a violation of school policy for any employee or student to:

- Use illegal drugs or misuse prescription drugs;
- Misuse alcohol;
- Possess, trade, manufacture, distribute, dispense, buy or offer for sale alcohol, illegal and/or prescription drugs while on duty, during break periods, or on school property;
- Arrive or return to school intoxicated from use of illegal drugs, misused prescription drugs or alcohol;
- Engage in the use of illegal drugs, misuse of prescription drugs or alcohol during school hours or while on school property (including parking lots);
- Use prescription drugs or non-prescription drugs that may affect the safety of the student or fellow students, and members of the public;

Any employee or student who is taking any prescription or non-prescription drug which might impair safety, performance, or any motor functions must advise his/her Instructor or the Campus Director before providing services under such medication.
Employees and students are individually responsible for being aware of applicable laws, regulations, ordinances, and the College's policy for complying with them. Evergreen Beauty College will assist in that endeavor by providing current information on an ongoing basis to all students and employees.

Drug & Alcohol Health Risks

Alcohol: People drink to socialize, celebrate, and relax. Alcohol often has a strong effect on people—and throughout history, people have struggled to understand and manage alcohol's power. Why does alcohol cause people to act and feel differently? How much is too much? Why do some people become addicted while others do not?
Alcohol's effects vary from person to person, depending on a variety of factors, including:

- How much you drink
- How often you drink
- Your age
- Your health status
- Your family history

While drinking alcohol is itself not necessarily a problem—drinking too much can cause a range of consequences, and increase your risk for a variety of problems.

Cocaine: Cocaine is a powerfully addictive stimulant drug. Cocaine increases levels of the natural chemical messenger *dopamine* in brain circuits controlling pleasure and movement. This flood of dopamine ultimately disrupts normal brain communication and causes cocaine's high.

Short-term effects include constricted blood vessels, nausea, faster heartbeat, extreme happiness and energy, irritability and paranoia. Long-term effects include nosebleeds, severe bowel decay, higher risk of contracting HIV, hepatitis C, and other bloodborne diseases, malnourishment, restlessness, and severe paranoia with auditory hallucinations. A person can overdose on cocaine, which can lead to death.

Marijuana: Marijuana contains the mind-altering chemical THC and other related compounds. THC over-activates certain brain cell receptors, resulting in effects such as altered senses, changes in mood, impaired body movement, difficulty with thinking and problem-solving, and impaired memory and learning. Marijuana use can have a wide range of health effects, including hallucinations and paranoia, breathing problems, and possible harm to a fetus's brain in pregnant women. Marijuana use can cause some very uncomfortable side effects, such as anxiety and paranoia and, in rare cases, extreme psychotic reactions. Marijuana use can lead to a substance use disorder, which can develop into an addiction in severe cases.

Hallucinogens and Dissociative Drugs: Hallucinogens and dissociative drugs—which have street names like acid, angel dust, and vitamin K—distort the way a user perceives time, motion, colors, sounds, and self. These drugs can disrupt a person's ability to think and communicate rationally, or even to recognize reality, sometimes resulting in bizarre or dangerous behavior. Hallucinogens such as LSD, psilocybin, peyote, DMT, and ayahuasca cause emotions to swing wildly and real-world sensations to appear unreal, sometimes frightening. Dissociative drugs like PCP, ketamine, dextromethorphan, and *Salvia divinorum* may make a user feel out of control and disconnected from their body and environment. In addition to their short-term effects on perception and mood, hallucinogenic drugs are associated with psychotic-like episodes that can occur long after a person has taken the drug, and dissociative drugs can cause respiratory depression, heart rate abnormalities, and a withdrawal syndrome.

Methamphetamine: The abuse of methamphetamine—a potent and highly addictive stimulant—remains an extremely serious problem in the United States. The consequences of methamphetamine abuse are terrible for the individual––psychologically, medically, and socially. Abusing the drug can cause memory loss, aggression, psychotic behavior, damage to the cardiovascular system, malnutrition, and severe dental problems. Methamphetamine abuse has also been shown to contribute to increased transmission of infectious diseases, such as hepatitis and HIV/AIDS.

Reasonable Search:

To ensure that illegal drugs and alcohol do not enter or affect the school, Evergreen Beauty College reserves the right to search all vehicles, containers, lockers, or other items on school property in furtherance of this Policy. Individuals may be requested to display

personal property for visual inspection upon the College's request. Searches will be conducted only where Evergreen Beauty College has reason to believe that the student has violated the College's Policy. Failure to consent to a search or display of personal property for visual inspection will be grounds for discipline, up to and including termination from the program or denial of access to school premises. Searches of a student's personal property will take place only in the student's presence. All searches under this Policy will occur with the utmost discretion and consideration for the student involved. Individuals may be required to empty their pockets, but under no circumstances will a student be required to remove articles of clothing to be physically searched.

Actions Required of Employees or Students:
If an employee or student suspects that she/he has a substance abuse problem, the employee or student is expected to contact a counselor acceptable to the Evergreen Beauty College. Any employee or student who voluntarily seeks assistance or rehabilitation for drug or alcohol misuse prior to being subject to testing under this policy shall not be subject to disciplinary action for violation of the Policy, as long as the employee or student continues to participate satisfactorily in the counseling or rehabilitation program. The employee or student must obtain a work release from the counselor or treatment provider before returning to work or school.

Any investigation by law enforcement or conviction for Controlled Substance or Alcohol activity may be cause for dismissal from employment or school. Failure to report any conviction for illegal drug use or alcohol misuse to Evergreen Beauty College may result in immediate termination from employment or school attendance.

The use of prescription or over the counter medications that may impair an employee or student's ability to safely or adequately perform his/her duties must be reported to the employee's or student's supervisor. Some medication use may require reassignment or temporary leave of absence without pay. Employees and students must take all medication as directed on the medication label and must heed any warnings listed on the medication's label.

Disciplinary Action:
A prospective employee/applicant who has a positive test or "refusal to test" may not be considered for employment.

An employee who violates this Evergreen Beauty College policy may be immediately removed from duty and subject to disciplinary action up to and including termination.

A prospective student/applicant who has a positive test or "refusal to test" may not be further considered for enrollment to Evergreen Beauty College.

Any current student who has a positive test may be required to reimburse Evergreen Beauty College for the cost of the test.

Students who violate this policy may be put on permanent probation and are subject to monthly follow-up drug and/or alcohol tests, at the student's expense.

A student's First Violation may result in immediate removal from class attendance, until the student can pass a "return to duty" drug and/or alcohol test, at the student's expense.

A student's Second Violation may result in immediate termination from Evergreen Beauty College. A student may apply for re-entry to school after they have been evaluated by a substance abuse counselor acceptable to Evergreen Beauty College and can obtain a written release from the counselor or treatment provider. The release should document the student's compliance and participation with all counseling or treatments recommended by the substance abuse counselor. The student must then pass a return to duty drug and/or alcohol test at student expense.

A student's Third Violation may result in immediate termination from school and he/she will not be eligible for re-entry.

Employees and students who violate this policy by illegally selling, manufacturing or distributing controlled substances or alcohol may be terminated from employment or enrollment.

Drug Testing Circumstances:
Pre-employment or Pre-enrollment Procedures: Prospective employees or students may be asked to submit to a drug test at Evergreen Beauty College.

Employment or acceptance/enrollment at Evergreen Beauty College will be offered to those who successfully pass the pre-employment or pre-enrollment drug test. Refusal to consent to a pre-employment or pre-enrollment drug test, or Positive, Adulterated or Substituted test results may terminate any action towards permanent employment or enrollment as a student.

Post-Accident Tests: Evergreen Beauty College may require Drug and/or Alcohol testing of any employee or student involved in an on-the-job or in-school accident/injury where the following occurs:

- A fatality,
- An injury to an employee, student, client or other individual that requires medical attention away from the school or accident scene, or
- Damage to school property that exceeds $500.00.

Post-accident testing may be required of any individual whose actions or inaction could have reasonably contributed to the cause of the accident.

Reasonable Suspicion: Reasonable suspicion Drug and/or Alcohol testing may be done in cases where there is a reasonable belief by a supervisor that an employee or student may be using a Controlled Substance, using alcohol while at work, or reporting to work under the influence of Alcohol or a Controlled substance, using prescription drugs illegally or any other violation of school policy. Reasonable suspicion or For-Cause tests may be required when there is any of the following:

1. Observable phenomena (actual use, possession, odors, etc.);
2. Abnormal behavior or physical characteristics; or
3. A drug-related investigation, arrest or conviction or an investigation of theft.

Random Testing: unannounced random Drug and/or Alcohol Testing may be conducted on all employees or students and will be administrated by a third-party administrator. Selection for random testing will be computer generated. All employees/students will have an equal chance of selection in each selection period.

Unit or Blanket Testing: Drug and/or Alcohol testing of all Company employees/students or all employees/students in one location or job category may conducted at the discretion of Evergreen Beauty College.

Return to Duty Testing: The first Drug and/or Alcohol test after a policy violation, evaluation by a counselor, acceptable to Evergreen Beauty College, and after the counselor has determined that the employee or student has successfully complied with prescribed education and/or treatment. The test result must be negative before he/she can return to duty or attend class.

Follow-up Testing: After a violation of this policy and return to duty, an employee or student is subject to unannounced Drug and/or Alcohol testing, the schedule of follow-up testing will be determined by the EAP/counselor or Evergreen Beauty College.

Refusal of Testing: A refusal of testing will be treated as a positive test.

Definitions:

"Alcohol" means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl and isopropyl alcohol.

"Alcohol use" means the drinking or swallowing of any beverage, liquid mixture or preparation (including any medication) containing alcohol

"Alcohol Testing" means to be tested by a certified breath-alcohol technician, using a DOT approved breath testing devise or a DOT approved initial screening device. Blood and urine alcohol testing may also be used at the discretion of the school.

"Controlled Substance or drug" means any prescribed drug or controlled substance including those assigned by 21 U.S.C. 802 and includes all Substances listed on Schedule I through Schedule V, as they may be revised from time-to-time (21 CFR 1308), including but not limited to:

Marijuana	Benzodiazepines	Narcotics
Cocaine	Barbiturates	Phencyclidine (PCP)
Amphetamines	Opiates	Other Hallucinogens

"Drug Testing" or "Drug Test" means the scientific analysis for the presence of drugs or their metabolites in specimens from the human body. Analysis will include separate screening and confirmation tests.

"Employee" means any person or officer in the service of the employer for compensation.

"Prospective Employee" means any person who has made a written or oral application to become an employee of the school.

"Reasonable Suspicion" or **"For-Cause Testing"** means an articulated belief, based on recorded specific facts and observations, and reasonable inference drawn from those facts and observations, than an employee or student is in violation of this policy.

"Sample" or "Specimen" means any sample of urine, blood, breath, saliva, or hair used for drug or alcohol testing.

"On Duty" means all working or school hours including meal or break periods, regardless of whether the employee or student is on the school premises, and at any time the employee or student represents the school in any capacity, including operating school equipment or vehicles.

"Medical Review Officer (MRO)" means a licensed physician with knowledge of drug abuse disorders that is used by the school to determine and verify if a legitimate or medical explanation exists for a positive, adulterated, substituted or invalid drug test result.

"Use" means to consume, sell, purchase, manufacture, distribute, be under the influence of, report to work or school under the influence of, or be in the possession of drugs or alcohol. The term **use** shall also include the presence of drugs or alcohol in the body of an employee or student, including the presence as a metabolite, the use of a prescription drug without a valid prescription from a health care provider, and not using a prescription drug as prescribed by the authorizing health care provider.

"Positive Drug Test" means the drug test levels on both the screening test and the confirmation test are at or above the level recognized as positive by the U.S. Department of Health and Human Services, in its Mandatory Guidelines for Federal Workplace Drug Testing Programs, or the standard cutoff levels set by the laboratory; and the MRO has verified the test result as positive.

"Positive Alcohol Test" means test levels on both the initial test and the confirmation test are .04 percent or greater.

"Adulterated" means a specimen that contains a substance that is not expected to be present in human urine, or contains a substance expected to be present but is at a concentration so high that it is not consistent with human urine.

"Substituted" means a specimen with creatinine and specific gravity values that are so diminished or divergent that they are not consistent with human urine.

"Actual knowledge" means knowledge by a supervisor that an employee or student has used alcohol or controlled substances based on the supervisor's direct observation of the individual, or an individual's admission of alcohol or controlled substance use. Direct observations as used in this definition means observation of alcohol or drug use and does not include observation of behavior or physical characteristics sufficient to warrant a reasonable suspicion test.

Medical Review Officer (MRO):
In the case of a Positive, Adulterated, Substituted or Invalid test result, the employee or student or prospective employee or student may have the right to discuss and explain the results, including the right to advise the MRO of any medication prescribed by his/her physician, which may have affected the results of the test.

Contesting a Test Result:
If an employee, student or applicant believes the laboratory analysis is in error, he/she will have 72 hours to request the re-analysis of the original urine specimen that was verified as positive, adulterated or substituted. The cost of re-analysis is at the employee or student expense. If the secondary laboratory does not detect the same controlled substance, the individual may be reimbursed the cost of re-analysis.

Confidentiality:
All information, interviews, reports, statement memoranda and drug test results, written or otherwise, received by the Evergreen Beauty College as part of this drug testing program are confidential communications. Unless authorized by state laws, rules or regulations, the College will not release such information without a written consent form signed voluntarily by the person tested. Information on drug testing results will not be released unless such information or records are compelled by a court or a professional or occupational licensing board.

Alcohol & Drug Prevention & Treatment

Prevention and Treatment Centers:

- Washington Recovery Help Line: 1-866-789-1511

Please see the Appendixes for the prevention and treatment center contact information for members of each Campus community.

Hotlines:

- Alcoholics Anonymous: 1-800-356-9996
- American Council on Alcoholism Help Line: 1-800-527-5344
- National Institute on Drug Abuse Hotline: 1-800-662-HELP
- Cocaine Hotline: 1-800-COCAINE
- National Council on Alcoholism 1-800-NCA-CALL

Biennial Review:
The College will review the drug and alcohol prevention program every two years on the even number year. Any recommendations/data and or assistance available to substance abusers will be updated and distributed to all students and staff of Evergreen Beauty College.

Overview of Federal Controlled Substance Penalties
The Controlled Substances Act (CSA) places all substances which were in some manner regulated under existing federal law into one of five schedules. This placement is based upon the substance's medical use, potential for abuse, and safety or dependence liability. The Act also provides a mechanism for substances to be controlled (added to or transferred between schedules) or decontrolled (removed from control). The procedure for these actions is found in Section 201 of the Act (21U.S.C. §811).

The CSA provides penalties for unlawful manufacturing, distribution, and dispensing of controlled substances. The penalties are basically determined by the schedule of the drug or other substance, and sometimes are specified by drug name, as in the case of marijuana. As the statute has been amended since its initial passage in 1970, the penalties have been altered by Congress. The following charts are an overview of the penalties for trafficking or unlawful distribution of controlled substances.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	**First Offense:** Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20	5 kgs or more mixture	**First Offense:** 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
Cocaine Base (Schedule II)	28–279 grams mixture	or more than life. Fine of not more than $5 million if an	280 grams or more mixture	

Fentanyl (Schedule II)	40–399 grams mixture	individual, $25 million if not an individual.	400 grams or more mixture	than $10 million if an individual, $50 million if not an individual.
Fentanyl Ana- logue (Schedule I)	10–99 grams mixture	**Second Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	100 grams or more mixture	**Second Offense:** Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	**2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
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 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount 1 gram	**First Offense:** Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprison- ment. Fine $2 million if an individual, $10 million if not an individual.		
Other Schedule III drugs	Any amount	**First Offense:** Not more than 10 years. If death or serious injury, not more that 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual. **Second Offense:** Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.		
All other Schedule IV drugs	Any amount	**First Offense:** Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more	**Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.		
All Schedule V drugs	Any amount	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense:** Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.		

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75million if other than an individual.

Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regard-less of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.	Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to $20 million if an individual and $75 million if other than an individual.

Key Provisions of Washington Drug & Alcohol Laws

The following legal sanctions for said illegalities are set forth by the State of Washington.
Washington State laws regarding minor in possession (MIP) and use:

- Persons under the age of 21 may not acquire, possess, or consume alcohol. Nor may other persons furnish alcohol to anyone under 21 or permit underage consumption on premises within their control. Penalty: Maximum $500 fine, 2 months imprisonment, or both.
- Persons under 21 may not be in a public place or in a vehicle in public while exhibiting the effects of having consumed alcohol. A public place includes city streets and any buildings and grounds used for College purposes. Penalty: Maximum $500 fine, 2 months imprisonment, or both.
- Persons under 21 may not purchase or attempt to purchase alcohol. Penalty: Maximum $1,000 fine, 90 days imprisonment or both.
- Alcohol may not be opened or consumed in a public place. Penalty: Maximum $1,000 fine.
- It is unlawful to manufacture, deliver, or possess an illicit drug. Penalty: Maximum $10,000 fine, 5 years imprisonment, or both. The possession of 40 grams or less of marijuana is a misdemeanor (minimum $250 fine and not less than 24 hours in jail).
- It is unlawful to possess or use drug paraphernalia for purposes relating to the manufacture, delivery, possession, or use of an illicit drug. Penalty: Minimum $250 fine and not less than 24 hours in jail.

Washington State laws regarding driving:

- Any minor in possession (alcohol or drug) offense will result in loss of your driver's license for one year (1st offense) or for two years (2nd offense).
- Under age 21 Driving Under the Influence (DUI) with a .02-.07 BAC has the following penalties:
    - 1st Offense: 90-day license suspension, maximum 90 days in jail and $1,000 fine

- 2nd Offense: License revoked until age 21 or at least 1 year, maximum 90 days in jail and $1,000 fine

- Any age Driving Under the Influence (DUI) with a BAC of .08 or higher has the following penalties:
    - 1st Offense: 90-day license suspension, 1-day jail or 15-day electronic home monitoring, fines $8,125, possible ignition interlock
    - 2nd Offense: License revoked for minimum of two years, minimum 30 days in jail and 60 days electronic home monitoring, fines $8,125, possible five-year ignition interlock.

Washington State law regarding false identification:

- Possession of a false identification card is a misdemeanor. Penalty: Minimum $250 fine and 25 hours community service.

Washington State law regarding marijuana:

Notwithstanding the allowable recreational use of marijuana under Washington law, recreational marijuana use is still a criminal act under federal law. Recreational use of marijuana by adults that might otherwise be permissible under Washington law may be subject to criminal penalty under applicable federal laws.

Initiative 502 legalized marijuana use for adults however there are still a number of restrictions. It is important for you to be aware of the following laws:

- Age Limit – Only adults age 21 and older can purchase and possess marijuana.

- Purchase Limits – Adults age 21 and over can purchase up to one ounce of useable marijuana (the harvested flowers, or "bud"), 16 ounces of marijuana-infused edibles in solid form, 72 ounces in liquid form, and 7 grams of marijuana concentrates.

- Buying and Selling – Marijuana can only be sold and purchased at state-licensed retail stores. A valid photo ID is required, and no one under 21 is allowed on the retail premises. Many retail marijuana stores only accept cash.

- Public Use – It is illegal to consume marijuana in view of the public.

- Driving – It is illegal to drive under the influence of marijuana if you have more than 5 nanograms of active THC per milliliter of blood. Doing so may result in significant legal penalties.

- Travel – It is illegal to take marijuana outside of Washington. Doing so may result in significant legal penalties.

Notice of Federal Student Aid (FSA) Penalties for Drug Law Violations:

The Higher Education Opportunity Act requires institutions to provide to every student upon enrollment a separate, clear and conspicuous written notice with information on the penalties associated with drug-related offenses under existing section 484(r) of the HEA. It

also requires an institution to provide a timely notice to each student who has lost eligibility for any grant, loan, or work-study assistance as a result of penalties under 484(r)(1) of the HEA a separate clear, and conspicuous written notice that notifies the student of the loss of eligibility and advises the student of the ways in which to regain eligibility under section 484(r)(2) of the HEA. Students are hereby notified that federal guidelines mandate that a federal or state drug conviction can disqualify a student for Federal Student Aid funds. Convictions only count if they were for an offense that occurred during a period of enrollment for which the student was receiving Title IV aid—they do not count if the offense was not during such a period. Also, a conviction that was reversed, set aside, or removed from the student's record does not count, nor does one received when he/she was a juvenile, unless the student was tried as an adult.

The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study). If you have a conviction(s) for these offenses, call the Federal Student Aid Information Center at 1-800-4-FED-AID (1-800-433-3243) to complete the "Student Aid Eligibility Worksheet" to find out how this law applies to you.

If you have lost federal student aid eligibility due to a drug conviction, you can regain eligibility if you pass two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established by the U.S. Department of Education.

By completing the FAFSA, you may be eligible for nonfederal aid from states and private institutions even if ineligible for Federal Aid. If you regain eligibility during the award year, notify your financial aid administrator immediately. If you are convicted of a drug-related offense after you submit the FAFSA, you might lose eligibility for federal student aid, and you may be liable for returning any financial aid you received during a period of ineligibility.

School Flexibility:
Evergreen Beauty College reserves the right to alter or amend any portion of this policy at any time without prior notice. The College reserves the right to alter or modify this policy in a given situation depending on the totality of the circumstances. Time periods stated herein for the performance of any act or provision of any notice by the College are for guidance only and failure of Evergreen Beauty College to strictly meet any time frame provided herein shall not preclude the College from taking any action provided herein. Under no circumstances shall failure to perform any act within the time frames herein excuse or relieve any student from his or her obligations, act to nullify any positive test, or relieve any student from the consequences of any positive test, or any other violation of this Policy.

ACKNOWLEDGMENT OF RECEIPT

POLICY ON CONTROLLED SUBSTANCES AND ALCOHOL MISUSE

I, the undersigned employee/student or prospective employee/student of Evergreen Beauty College, hereby acknowledge that I have received a copy of the drug and alcohol policy of the Company. I also agree to comply with this policy as a condition of employment or attendance at Evergreen Beauty College.

Further, I also understand that this agreement does not create an obligation or contract of employment between Evergreen Beauty College, and myself. Further, I consent to any request under the Policy for a specimen, for the purpose of detecting the presence of controlled substances/drugs or alcohol and authorize its designated service provider to collect the specimen. I also understand and consent that the test result may be given to a Medical Review Officer (MRO), designated employer contacts, any authorized agent for Evergreen Beauty College, and/or the third-party administrator.

Further, I understand that appropriate action may be taken in conformity with the substance abuse policy, if the test result is not negative.

_____	_____	_____
Name (Please Print)	Signature	Date

_____	_____	_____
EBC Representative	Signature	Date