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sanfranciscofilmschool.edu

San Francisco Film School Drug and Alcohol Policy For a Drug Free Environment

This Drug and Alcohol Policy is to notify all employees, faculty, and students that pursuant to the Federal Drug-Free Workplace act of 1988 (Public Law 101-690) and California Drug-Free Workplace Act of 1990, The San Francisco Film School, prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substance in the workplace, on school property, or as part of any school activity. San Francisco Film School similarly prohibits the unlawful use, possession, and distribution of alcohol in the workplace, on school property, or as part of any school activity, as well as any unlawful conduct of any kind involving alcohol. Please note this statement implies a drug-free workplace consists all locations where the students and faculty do business, including, but not limited to all film shoots, all locations inside the facilities located at 925 Mission Street, Suite 108, and any space to be added in the future.

Risks for your Health

There are serious risks to your health associated with the abuse of alcohol, hallucinogens, depressants, narcotics, or stimulants. There are serious health risks associated with the misuse of the aforementioned drugs. These risks can vary but can include, but are not limited to: fatigue, insomnia, tremors, convulsions, coma, paralysis, irreversible brain damage, paranoia and possible death. Drug and or alcohol abuse is extremely dangerous to a person's health, interferes with productivity and alertness, and working while under the influence of alcohol or drugs could be dangerous to the student, other students, faculty, staff or any other employee of the San Francisco Film School. Other risks and symptoms are listed below.

Alcohol

In small doses alcohol has a tranquilizing effect on most people, however in some

people it is a stimulant. The first place in the brain where alcohol works is on those parts of the brain that affect self-control and other learned behaviors. This can lead to aggressive behavior. Alcohol use can also cause dehydration, blurred vision and coordination problems.

Alcohol consumed in large doses can dull sensation, and impair muscular coordination, memory, and judgment. Over a long period of time, alcohol taken in significant doses can damage the liver and heart, and cause serious damage to a large number of social, health and or medical issues.

Depressants

Depressants are commonly known as “downers” and are highly addictive. The user may be drowsy, lethargic, have slurred speech and memory loss. Many lawful drugs that have a depressant feature are from the barbiturate family of drugs. The serious effects of downers include: excited rage, paradoxical anxiety, liver damage, coma and death.

Ritalin

Methylphenidate (Ritalin) is a medication that is usually prescribed for children who have unusually high levels of activity or attention-deficit hyperactivity disorder (ADHD). Ritalin contains amphetamines and can be abused as a stimulant by others than for whom prescribed. When abused the tablets are either taken orally or crushed and snorted. Some abusers dissolve the tablets in water and inject the mixture, Complications can arise from this because the insoluble fillers in the tablets can block the small blood vessels.

Hallucinogens

These drugs are also known as psychedelics. The effects can vary in different people, also the same drug can have different reactions on different occasions. Typical effects of this drug are: changes of time and space perception, delusions and hallucinations. These effects can be mild or overwhelming depending on the dose and quantity of the drug. Physical reactions range from minor changes such as dilated pupils, a raise in temperature, and heartbeat or tumors. High doses can greatly alter the state of consciousness. After taking hallucinogens the user loses control of thought processes, some perceptions are pleasant, others may cause panic or make a person believe that he or she cannot be harmed. These delusions can be very dangerous.

Marijuana

Most commonly known as “pot”, it is a plant with the botanical name of *cannabis sativa*. Pot is most often smoked but it can be ingested, Use causes the central nervous system to become disorganized and confused. Most users experience an increased heart rate, reddening eyes, and dryness of the throat and mouth. Scientific studies have proven that pot's mental effects include temporary impairment of short term memory, and an alteration of reality and sense of time. Feelings of euphoria, relaxation and bouts of exaggerated laughter are also commonly reported. Pot also reduces the ability to perform tasks requiring concentration, swift actions and coordination.

Smoking pot may cause: chemical changes, and altered reality, physically damaged lungs, emphysema, chronic bronchitis, lung cancer, a weakened immune system, damage to sperm in males, irregular menstrual cycles in females, reduced fertility and sex drive.

Ecstasy

(MDMA) Also known as XTC, X and E, Ecstasy is a mind altering drug with hallucinogenic and speed like side effects. This drug is often used at raves and is taken to promote loss of inhibition, excited-ness, euphoria, energy and sexual inhibition. Ecstasy increases the amounts of serotonin in a person's brain, which causes increased energy and cheerfulness; it also contains anticoagulant properties, which can cause a person to bleed to death if injured. Ecstasy can also cause serious brain damage in a short time. Side effects of ecstasy are:

depression, increased heart rate and blood pressure, muscle tension, nausea, blurred vision, faintness, chills, brain damage, organ damage, and death. Similar “designer drugs” include MDEA and MDA (also known as Adam and Eve).

GHB

Gamma-hydroxybutyrate is an intoxicating chemical with medical, recreational, and potentially dangerous uses. It is illegal for any purpose in the United States. Nicknamed the “date rape drug” it is a clear liquid often mixed in drinks to promote relaxation or increased sociability. When taken, side effects can be: drowsiness, dizziness, vomiting, amnesia, decreased motor skills, slurring of speech, coma and death. GBH was used as a dietary supplement until banned by the FDA. Common slang names for GBH are: G, Liquid X, GBH, Gamma-oh, Blue Verve, Grievous Body Harm, Goop and EZLay.

Heroin

Heroin is a narcotic that relieves pain and induces sleep. It is most commonly known as “smack” or “junk”, heroin is a highly addictive depressant and has been attributed as the cause of many deaths. Apparent symptoms include “pin-point pupils”, drowsy, lethargic, slurred speech and an inability to concentrate. Similar drugs used to treat pain are oxycodone, OxyContin, methadone, and codeine. The abuse of painkillers ranks second only to the abuse of marijuana in the United States.

Heroin users experience a high rate of infectious diseases due to a weakened immune system and dirty needles shared by others. Children can be born addicted or can become addicted from heroin in the mother’s milk.

Crystal Methamphetamine

“Crystal Meth” is a colorless odorless powerful and highly addictive man-made stimulant. Crystal meth typically resembles small fragments of glass or shiny blue-white “rocks” of various sizes. Like powdered methamphetamine, crystal methamphetamine, however, has a typically higher purity level and may produce an even longer-lasting and more intense psychological effects than the powdered form of the drug. Crystal methamphetamine is associated with numerous serious physical problems. The drug can cause rapid heart rate, increased blood pressure, and damage to the small blood vessels in the brain- which can lead to a stroke. Chronic use of the drug can result in inflammation of the heart lining. Overdoses can cause hyperthermia, convulsions, and death. Individuals who use crystal methamphetamine also may have episodes of violent behavior, paranoia, anxiety, confusion, and insomnia. The drug can produce psychotic symptoms that persist years after and individual has stopped taking the drug. Crystal methamphetamine users who inject the drug expose themselves to additional risks, including contracting HIV, scarred or collapsed veins, infections of the heart lining and valves, abscesses, pneumonia, tuberculosis, and liver or kidney disease.

Drug Conviction, Notification and Imposed Sanctions

- Within five days of any notification of conviction for any criminal drug statute, any student, faculty, staff or employee must notify San Francisco Film School President concerning any violation occurring on the campus, film shoot or any other workplace.
- Within 30 days after receiving notice of a student, faculty, staff or employee conviction, SFFS will impose corrective measures on the student, faculty,

staff, or employee.

- Taking appropriate action against the student, faculty, staff or employee up to and including expulsion or termination of employment and referral for prosecution and /or requiring such student, faculty, staff, or employee to participate satisfactorily in a drug abuse rehabilitation program approved for such purposes by a federal, local or state health department, law enforcement, or other appropriate agency.

Rehabilitation

SFFS will reasonably accommodate any student, faculty, staff, or employee who volunteers to enter a drug or alcohol rehabilitation program, provided the reasonable accommodation does not impose undue hardship on SFFS. Reasonable accommodation could include time off without pay and adjustment of working hours. The student, faculty, staff or employee may use any sick leave he/she is entitled to. However, SFFS is not obliged to offer any accommodation to a student, faculty, staff or employee who has violated any school policy and that in SFFS's sole discretion merits termination or expulsion, so egregious that the school may terminate before offering assistance. Privacy: SFFS will take reasonable measures to protect the privacy of any student, faculty, staff or employee concerning enrollment in an alcohol or drug treatment program. If a student, faculty, staff or employee of SFFS chooses to enroll in an approved treatment program, they must meet the following criteria:

- Abstain from all alcohol and drug abuse.
- Enroll in an approved treatment program at their own expense.
- Sign a release of medical information to SFFS to ensure compliance with the rehabilitation program.
- Ensure the treatment facility provides SFFS documentation to establish compliance.
- Acknowledge any future violation will result in immediate termination.
- Failure to comply with any part of this agreement will result in immediate termination.

Where can students go for help?

Students should request an interview with the President, Jeremiah Birnbaum
925 Mission Street, Suite 108 San Francisco, CA 94103 415-824-7000

When can faculty, staff, employees go for help?

Faculty, staff, employees should request an interview with the President. Jeremiah Birnbaum

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Alcohol, Drug Abuse & Additional Information and Treatment Centers

- Alcohol Abuse 800-356-9996
- Harm Reduction Therapy 415-863-4282
- National Institute on Drug Abuse 888-644-6432
- Alcoholics Anonymous World Service 212-870-3400
- Alcoholics Anonymous (AA) 415-674-1821
- National Institute of Alcoholic Abuse and Alcoholism 415-292-3241
- Rapid Detox 800-996-3784
- Treatment Access Service 415-522-7100, or 800-750-2727
- ACOA (Adult children of Alcoholics) 415-442-7998
- AL-NON (Family and Friends of Alcoholics) 415-626-5633
- The Center for Substance Abuse Treatment and Referral Hotline 1-800-662-HELP

Policy Distribution Procedures

Drug-Free Environment will be distributed to all students, faculty, staff and employees on an annual basis.

- Students will receive a copy of the Drug-Free Environment Policy at the time of initial enrollment and at the beginning every fall semester thereafter. The enrollment agreement signed by every student will acknowledge receipt of the Drug Free Environment Policy.
- Faculty, staff and employees will receive a copy of the Drug-Free Environment Policy with their initial employment agreement. It must be read and the signature page will be returned with the employment agreement. Annually the office administrator will be responsible for distributing the policy to all current employees.

Laws Relating to Drug Violations

Attached is a list of violation codes associated with the unlawful manufacture,

distribution, dispensing, possession or use of any controlled substance. Any student, faculty, staff or employee violating any of prescribed laws of the Health and Safety Code or the Business and Professional Code could be subject to fines or imprisonment.

Alcohol

Alcohol is legal for adults 21 and over in the State of California to possess, purchase, and consume. However it is prohibited by the San Francisco Film School Policy to be consumed on any campus or film shoot.

Amphetamines

Amphetamine, methamphetamine and dimethyl amphetamine are Schedule 2 on the California Uniform Controlled Substances Act, which is part of the California Health and Safety Code. Methamphetamine is illegal for possession under Health and Safety Code 11377. Methamphetamines are illegal for possession for sale under Health and Safety Code 11378. In practice those without prior criminal histories convicted of HS 11377 will be granted PC1000, Proposition 36, or felony probation. Those convicted of HS 11378, possession of amphetamines for sale, may receive anything from probation up to 4 years in prison. Harsher sentences are given for those convicted of manufacturing amphetamines such as methamphetamine.

Cannabis

Possession of more than 8 grams of concentrated cannabis products, including hashish, cannabis oils, extracts, wax, dabs, etc can be a felony offense and can bring jail time if you are found guilty of the charges.

Hashish possession in California can be prosecuted as a misdemeanor, or a felony, depending. California Health & Safety Code HS 11357) C)

Cocaine/Crack

Cocaine, crack cocaine, coca leaves and all other forms of cocaine are Schedule 2 on the California Uniform Controlled Substances Act.[2] Cocaine is illegal to possess under California Health and Safety Code 11350. Possession under HS 11350 can be prosecuted as a misdemeanor or felony with up to 3 years in prison. In practice, those charged with cocaine possession will in most cases be given an opportunity to plead guilty and receive no jail time under PC 1000, Prop 36, or felony supervised

probation. People with prior records and especially those with prior drug possession records will often be given small jail terms such as 30, 90, or 180 days, along with felony probation.

Possession for sale of cocaine salt ("powder") is prohibited under Health and Safety Code 11351; "crack" cocaine under 11351.5. Penalties for possession for sale of cocaine salt are 2, 3, or 4 years in the state prison; for "crack" cocaine, 3, 4 or 5 years. Health and Safety Code 11352 pertains to selling or providing cocaine trafficking and provides for imprisonment for 3, 4 or 5 years. Those convicted of possession for sale HS 11351 or sale/trafficking under 11352 will often serve from 1 year in county jail to a sentence of 2-5 years in state prison, based upon the quantities of drugs, the extent of their criminal history, and the jurisdiction in which they are prosecuted. Those convicted of selling cocaine with prior related offenses may serve many years in the state prison, since qualifying prior convictions may add 3 years per conviction to the term provided for the conviction itself. Various enhancements exist in the California Health and Safety Code for dealing cocaine which may result in very long prison terms, such as selling to a minor, selling in a school zone, and selling large quantities of the drug.

Heroin and other opiates

Heroin is Schedule 1 on the California Uniform Controlled Substances Act. Heroin is illegal to possess under California Health and Safety Code 11350. Possession under HS 11350 can be prosecuted as a misdemeanor or felony with up to 3 years in prison. Possession for sale is illegal under Health and Safety Code 11351. Penalties for possession for sale is 2, 3, or 4 years in the state prison. Health and Safety Code 11352 pertains to sale/trafficking with increased penalties. Those convicted of possession for sale HS 11351 or sale/trafficking under 11352 will often serve from 1 year in county jail, or 18-month sentence in the state prison based upon the quantities and extent of their drug dealing if it is their first offense. Those convicted of selling cocaine with prior related offenses may serve up to 4 years in the state prison.

Raw opium, opium poppy and straw, as well as its derivatives morphine, oxycodone, hydrocodone and codeine are Schedule 2 on the California Uniform Controlled Substances Act.

Ketamine

Ketamine is Schedule 3 on the California Uniform Controlled Substances Act.[2] Ketamine is illegal under Health and Safety Code 11377 HS. It is a misdemeanor to

possess and punishment includes 6 months in jail and up to a \$1,000 fine. Those charged with ketamine possession will in most cases be given an opportunity to plead guilty and receive no jail time under PC 1000, Prop 36, or felony supervised probation. People with prior records and especially those with prior drug possession records will often be given small jail terms such as 30, 90, or 180 days, along with felony probation. Ketamine is illegal to possess with intent to sell or actual sale under Health and Safety Code 11379.2 HS. The charge can be a misdemeanor or a felony. Those convicted of this offense as a misdemeanor, you face up to one-year in a county jail and a maximum \$1,000 fine. If you are convicted of this offense as a felony, you face 16 months, or two or three years in the California state prison and a maximum \$10,000 fine.