

Metro Beauty Academy

Biennial Review Report

2023 - 2025

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# Introduction

## Purpose of the Report

To comply with the 1989 Drug-Free Schools and Communities Act as described in Part 86 of the Education Department General Administrative Regulations-the Drug Free Schools and Campuses Regulations, Metro Beauty Academy conducted a biennial review of its drug and alcohol preventions program. This report is a product of a review for the years 2023-2025.

This report describes the efficiency of Metro Beauty Academy's Alcohol and Drug Prevention program. This report also contains the consistency of the enforcement, the number of drug and alcohol related violations and fatalities as well as any disciplinary sanctions.

## Biennial Review Committee Members

- Assistant Director
- Student Services Advisor

# Metro Beauty Academy's Drug and Alcohol Prevention Program (DAPP)

Goals for Metro Beauty Academy's drug and alcohol prevention program are the following:

- Support a culture free from alcohol and drug use and abuse
- Distribute educational material related to the prevention of alcohol and drug issues

## Health Risks

Metro Beauty Academy encourages employees and staff to participate in a healthy lifestyle. The use, misuse, and abuse of alcohol and other drugs may lead to serious health issues including psychological and/or physiological dependence and addiction.

Information on specific health risks associated with alcohol and other drug use is available at the office of the Assistant Director. At times when the office is closed students and staff may seek out any administrative staff to obtain these resources.

Additional information concerning health risks can also be found at <https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/addiction-health>

## Helpful Resources

Drug and alcohol counseling resources are available at the office of the Director of Education. At times when the office is closed students and staff may seek out any administrative staff to obtain these resources. At student orientation a pamphlet, *Who Cares If I Do or Don't* is distributed to students.

Employees receive a copy of the *Help Guide: Drug Abuse and Addiction*, in which all negative symptoms of drug abuse are defined.

On-campus drug or alcohol counseling, treatment, or rehabilitation programs are not available at Metro Beauty Academy. Off-campus services regarding Drug Abuse Information and Treatment, Crisis Intervention, Counseling, and Mental Health include:

- Lehigh County Drug Counseling & Treatment Programs:  
<https://www.lehighcounty.org/departments/human-services/drug-alcohol>
- Brookhaven Center for Counseling & Development: 610-395-3005
- SAMHSA National Hotline: 1-800-662-HELP
- National Institute on Drug Abuse Workplace Helpline: 1-301-443-1124
- National Clearinghouse for Alcohol and Drug Information: 1-844-955-0207
- The Center for Substance Abuse Prevention Helpline: 1-800-967-5752

## Metro Beauty Academy Alcohol and Drug Policy

### DRUG ABUSE AWARENESS

The administration and staff of Metro Beauty Academy are concerned about the rising use of drugs in our society. For that reason, a Drug Abuse Awareness Program has been implemented at Metro Beauty Academy. If any student has a drug problem, or is aware of another student who may have a problem, the staff is available to assist, or to refer the student to the proper community agencies.

### DRUG-FREE FACILITY POLICY

Metro Beauty Academy is committed to protecting the safety, health and well-being of all employees and students. Alcohol abuse and drug use pose a significant threat to the goals of Metro Beauty Academy. Therefore, a drug-free workplace program has been established that balances respect for individuals with the need to maintain an alcohol and drug-free environment.

This organization encourages employees and students to voluntarily seek help with drug and alcohol problems. Metro Beauty Academy reserves the right, within limits of state and federal laws, with reasonable suspicion, to examine and to test employees for presence of drug and/or alcohol. Employees may be asked to submit to a medical

exam and/or submit to a urine, saliva, breath, blood, and/or hair testing for drugs and/or alcohol.

## Annual Notifications

The Metro Beauty Academy Drug Abuse Prevention Program (DAPP) is distributed electronically at least annually to every student and employee.

Notifications to Students: The student policy will be emailed to students at least annually. The policy will be distributed in paper format upon request and posted on the academy's website <http://www.metrobeautyacademy.edu>.

Notifications for Employees: The Drug Free Workplace Policy will be emailed to all staff at least annually. The policy will be distributed in paper form upon request.

In accordance with the requirements of the Drug Free Schools and Campuses Act of 1989 and the Campus Security Act of 1990, institutions must publish a Biennial Review Report containing information on campus alcohol and drug policies, programs and standards related to the institution.

Metro Beauty Academy is committed to providing a safe and healthy learning environment. High-risk behaviors related to drug and alcohol abuse can lead to an unproductive and unsafe campus community. Resources for assistance can be found in the Student Handbook and Course Catalog and can be obtained from the Director of Education.

## Enforcement of Disciplinary Sanctions

Students & Employees: One of the goals of the drug-free workplace program is to encourage students/staff to voluntarily seek help with alcohol and/or drug problems. If, however, a student/staff violates the policy, the consequences are serious.

- Notification of the abuse to the proper authorities
- A leave of absence from enrollment/employment during which time the individual must consider the responsibilities of his/her enrollment/employment; become free from any dependencies and prove it; and, certify that if he/she is reinstated, that he/she will no longer participate in abuse activities that affect performance
- Expulsion or termination will be considered, based on the circumstances surrounding the violation

Any action taken by Metro Beauty Academy against a violation of the drug-free workplace policy will occur immediately upon the administration obtaining such

information. The school will notify the Department of Education within 30 days of an employee or student being involved in any criminal drug statute conviction, for a violation occurring on campus.

## Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act of 1990 states that in order to receive federal financial assistance of any kind, an institution of higher education must certify that it has “adopted and implemented a program to prevent the unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees.” Each institution must have a program that at least provides that all students and employees annually receive a written statement covering (1) standards of conduct concerning drugs and alcohol, (2) legal sanctions, (3) health risk, (4) available counseling and treatment programs, and (5) disciplinary sanctions that the institution will impose on students and employees.

## Incidents on Campus and Disciplinary Sanctions

The chart below shows the alcohol and drug violations and disciplinary sanctions that occurred during 2023-2025. These violations involved students and employees.

Violation Date	Violation	Sanctions
N/A	None	N/A

Summary: During this reporting period, there were no drug and alcohol violations or disciplinary sanctions imposed for students or employees.

## Evaluation of Metro Beauty Academy’s Drug and Alcohol Prevention Program

The Biennial Review Committee evaluated our policies, procedures, data, and programs, and found the following strengths and weaknesses in the drug and alcohol prevention program.

### Strengths

- Consistent disbursement of information at student orientation & annually
- Information regarding assistance is outlined in the Student Handbook and Course Catalog which is accessible 24/7 on the Metro Beauty Academy website
- Additional resources are available for students through the office of the Director of Education

### Weaknesses

- Consistent disbursement of information to employees at hire & annually

### Strategies to Address Weaknesses

- Metro Beauty Academy will continue to enhance programs.
- Metro Beauty Academy will create a method to ensure that all employees have knowledge of how to access information on reports and outcomes.

### Evaluation of Effectiveness and Analysis

Metro Beauty Academy is committed to a campus climate and culture that prioritizes a drug and alcohol-free learning/working environment. Based on a review of our statistical data, program data, research and analysis there were no reported incidents of violations during this report period. This being the case, the committee has deemed that the consistency of disseminating educational materials and the access to resources is at this time satisfactory. The committee will continue to evaluate and improve programs as necessary.

## Metro Beauty Academy’s Drug and Alcohol Abuse Education and Prevention Program Report

### Compliance

Metro Beauty Academy in accordance with the Drug-Free School and Communities Act and Part 86 of the Department’s General Administrative Regulations as an Institute of Higher Education, Metro Beauty Academy has an implemented Drug and Alcohol Abuse Education and Prevention Program (DAPP). Our program includes the following goals:

- Prevent unlawful possession of drugs and alcohol on campus and at recognized campus events and activities;
- Prevent unlawful use of drugs and alcohol on campus and at recognized campus events and activities;
- Prevent unlawful distribution of drugs and alcohol on campus and at recognized campus events and activities.

The above goals have been met through following the objectives listed below:

- Consistent disbursement of information at student orientation.
- Consistent disbursement of information to employees.
- Available information regarding assistance is outlined in the Student Handbook and Course Catalog.
- Available additional resources for students through the office of the Assistant Director.

## Pennsylvania Law

- The minimum age in Pennsylvania for the purchase, consumption or possession of alcoholic beverages is 21 years.
- It is illegal to furnish or serve alcoholic beverages to any person under the age of 21.
- The law prohibits carrying or consuming alcoholic beverages in open containers outdoors on public property, regardless of a person's age.
- It is illegal to possess or use false identification or to misrepresent one's age for the purpose of obtaining or consuming alcoholic beverages.
- No group which is not licensed by the Liquor Control Board (LCB) may sell alcoholic beverages. The use of chits, chips, tickets or other means of exchange in place of cash violates LCB regulations.
- It is illegal to appear in any public place manifestly under the influence of alcohol to the degree that you may endanger yourself or other persons or property or annoy persons in your vicinity.
- A person under the age of 21 is prohibited from operating a motor vehicle with ANY alcohol in his/ her system.
- Driving under the influence of alcohol (blood alcohol level of 0.08% or greater) is illegal.

A more complete summary of penalties related to alcohol and illicit drugs may be found online at the U.S. Drug Enforcement Administration and the Pennsylvania Liquor Control Board.