

SANTA ANA BEAUTY COLLEGE

1926 W. 17th St. Santa Ana, CA 92706. Tel: 714-835-0278, Fax: 714-835-0287

Drug and Alcohol Abuse Prevention Program (DAAPP) 2025

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I. INTRODUCTION

Santa Ana Beauty College (SABC) is committed to providing its students and employees a drug and alcohol free workplace and learning environment. Toward that end, SABC prohibits the unlawful possession, use, manufacture, or distribution of unauthorized drugs and alcohol in the workplace, on the campuses, or at any SABC activities. SABC, including each of its colleges and centers, shall provide a safe, responsive environment for all students and employees.

There are many people whose job, academic performance, and productivity are adversely affected by their dependence on drugs and alcohol. To address this issue, SABC commit to:

- Educate students and employees about alcohol and drug abuse in an effort to encourage responsible decisions around their use,
- Intervene on behalf of students and employees who have experienced negative consequences around alcohol and drugs so as to reduce the harm and manage the risks associated with their use,
- Support students and employees who are in recovery from substance abuse and addiction,
- Promote constructive lifestyles and norms that discourage alcohol & drug abuse, and
- Develop social and physical environments that facilitate alcohol and drug abuse-free lifestyles.

As part of the commitment to the provision of high quality and effective service to our students, employees and the public, SABC has a drug and alcohol abuse prevention program in operation. The program is accessible to all members of the college community. SABC is committed to the dissemination of drug and alcohol awareness information to students, faculty, and all employees.

II. OPERATION OF THE PROGRAM

Santa Ana Beauty College has established a drug-free and alcohol abuse awareness program to inform its faculty, staff, and students about the dangers of drug and alcohol abuse and the penalties that may be imposed for drug and alcohol abuse violations. The Drug and Alcohol Abuse Prevention Program is available to all faculty, staff, and students of SABC. As part of this program, LSC has implemented several measures:

- Annually, employees and students are made aware of the Drug and Alcohol Abuse Prevention Program and Policy by means of electronic mail.
- Additionally, employees are provided a copy of the policy at the beginning of each academic year in the required reading section of the online policy manual as well.
- New staff and faculty members are informed of the policy at New Employee Orientation.
- Students are sent the policy (through electronic mail) each new semester to ensure the content is conveyed to all students attending SABC.
- In addition to the annual notification, students and employees are offered written material including pamphlets and literature on drug and alcohol abuse. Such material is available at the Offices of Student Services and Human Resources as well as online at the SABC website.
- Drug and alcohol abuse prevention materials are distributed to all new students attending orientation sessions, also.
- At least once each academic year, SABC provides a risk management program for members and advisors of registered student organizations at SABC. As part of the program, SABC addresses topics such as: possession and use of alcoholic beverages and illegal drugs, and penalties that may be imposed for the illegal possession or use.

III. STANDARDS OF CONDUCT

To prevent the illicit use of drug and the abuse of alcohol by Santa Ana Beauty College's students and employees, the following codes have been adopted:

1. Santa Ana Beauty College believes it is the interest of the employees, employee's families, students and patrons of the school that staff members and students will not be permitted to remain on campus if found with drug, alcohol or drug paraphernalia. This institution will notify legal authorities of the incident.
2. If a student or employee of the school has a reasonable suspicion based on objective criteria that another employee or student is under the influence of alcohol or drugs, here-in-after referred to as "substances" the Chief Administrator or manager in charge will present the observations to the person, let the suspected user either confirm or deny. The Chief Administrator may require the person immediately go to a medical facility to provide both urine and blood specimens for the purpose of testing and to receive a fitness for work examination by a licensed physician.
3. Reasonable suspicion based on objection criteria means suspicion based on specific personal observations that the school representative can describe concerning the appearance, behavior, speech or breathe odor of the person.
4. A person, who refused to be examined and tested or refuses to admit substance abuse, will not be allowed to remain on campus.
5. Persons subject to the requirement for testing shall be suspended, effective immediately for the period of time required to process and confirm test results.
6. Employees whose test results are negative and who pass the examination shall be reinstated with back pay for the period of suspension. Employees who test results are positive will not be eligible for reinstatement with back pay, but shall be given the opportunity to immediately self-refer into a substance abuse assistance program. In the absence of immediate self-referral, such employees will be discharged.
7. Student whose test results are negative and who pass the examination shall be allowed to return to school. A student whose test results are positive will not be allowed to return to school or participate in any of the schools programs.
8. Santa Ana Beauty College acknowledges that substance abuse is a serious and complex, but treatable condition/disease that negatively affects the productive, personal and family lives of employees and students as well as the stability of the school. Any person may request assistance in finding an available treatment and rehabilitation service from the school administrator or staff member.
9. Any student convicted of unlawful manufacture, distribution, dispensing, possession or use of a controlled substance will immediately be dropped from the school's program
10. Any employee convicted of unlawful manufacture, distribution, dispensing, possession or use of a controlled substance will immediately be terminated.
11. To insure program effectiveness, substance-free employees are a mandatory sanction.

12. A description of the health risks associated with the use of illicit drugs and abuse of alcohol is enclosed provided at least annually to all students and staff members.
13. A description of the applicable legal sanctions under federal law for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is provided at least annually to all students and staff members.
14. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to students or staff are available upon request.
15. The institution will have a biennial review of its drug prevention program to determine its effectiveness and implement changes to the program if they are needed.

VI. LEGAL SANCTIONS

Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include but are not limited to: incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

State

The State of California has numerous laws regulating the possession and use of controlled substances and alcohol. Under California state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to fines and imprisonment.

A minor (defined as a person under the age of 21) may not “purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content.” Violations of the law may subject the individual to fines, participation in a substance abuse program, imprisonment, community service hours, and/or out of pocket expenses related to required substance abuse screenings. For more information about California drug control please visit:

https://www.whitehouse.gov/sites/default/files/docs/state_profile_-_california.pdf

Local

Orange County local ordinances include but are not limited to: consumption in public places, possession and use of alcohol by minors, uncapped liquor in passenger compartments of vehicles,

and all substance abuse ordinances. Sanctions could range from a civil infraction with attached fines to probation, rehabilitation, or even imprisonment. Please acquire more information from: OC Health Agency at: <https://ochealthinfo.com/about-hca/public-health-services/public-health-services/healthy-living>

V. SCHOOL DISCIPLINARY SANCTIONS

Santa Ana Beauty College will impose sanctions on students and employees for violation of SABC's policies and standards of conduct (consistent with federal, state, and local laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

Employees:

The Human Resources Manager handles matters that require disciplinary action at SABC. The concept of progressive discipline will be utilized in most cases, taking into consideration the severity of the incident, prior disciplinary action, etc.

The following corrective actions (sanctions) may be imposed by the College for a drug and alcohol violation:

1. Verbal Notice. The supervisor will meet with the employee to discuss the problem and the improvements that are expected. The supervisor will document the meeting and place a copy of the results of that meeting in the department's employee file.
2. Written Warning: A formal, written reminder documenting the problem and expected improvements. A copy of the formal written notice is provided to the employee, is placed in the department file and the Human Resources employee file.
3. Suspension Without Pay: A formal, written explanation of the problem and time off to emphasize the seriousness of the problem and that dramatic behavior change is needed immediately. A copy of the suspension without pay notice is provided to the employee, is placed in the department file and the Human Resources employee file.
4. Final Written Warning: The College may, at its discretion, choose to impose a final written warning in lieu of suspension. Exempt salaried personnel who are suspended for less than one week shall receive their wages in accordance with the Fair Labor Standards Act.
5. Termination: When it has been determined that an employee is unable or unwilling to meet the conditions of employment at SABC, termination results.

Students:

The Office of the Vice-President for Student and Educational Services' handles matters that require disciplinary action at SABC. The concept of progressive discipline will be utilized in all cases, taking into consideration the severity of the incident, the number of times the student has been referred to the conduct system, etc.

The following sanctions may be imposed by the College for general misconduct:

1. Verbal reprimand by a College official of violation and possible consequences if misconduct continues.
2. Written reprimand from an authorized College official.
3. Disciplinary probation – A period of observation and review of conduct during which the student or recognized Student Organization must demonstrate compliance with College standards. Terms of this probationary period will be determined at the time probation is imposed.
4. Disciplinary suspension – The student or recognized Student Organization has temporary loss of student status for a specified length of time.
5. Permanent Expulsion – Is an act of terminating a student's enrollment at SABC. This means the student may no longer participate in any SABC activity or be on SABC property owned, operated, leased, or maintained for any purpose.
6. Other Sanctions – Other sanctions may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling, establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or re-enrollment; loss of access to college computers and/or network; a specific project designed to assist the student in better understanding the overall impact of his or her behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released; suspension without pay from his or her on campus job; restricted participation in extra-curricular activities or interscholastic or leadership positions, or community service.
7. Withdrawal Agreement – In certain cases where a student's behavior and continued enrollment may adversely affect his or her well-being, the College and the student may agree to discontinue the student's attendance at SABC for a specified amount of time and agree to conditions for re-admittance to the College. In such instances, both the designated official and the student will sign a written Withdrawal Agreement.
8. Loss of Recognition – SABC student organizations may lose recognition and will be deprived of the use of College resources, the use of the College's name, and the right to participate in College or campus-sponsored activities. This loss of recognition may be for a specific period of time or for an indefinite period of time until all conditions are met.

VI. HEALTH RISKS

The brief summaries below are an overview of the major health risks associated with the use of illicit drugs and alcohol. Abuse of alcohol and other drugs can lead to chemical dependency and can be harmful during pregnancy.

ALCOHOL

Did you know that:

- Alcohol is a depressant that decreases the responses of the central nervous system.
- Excessive drinking can cause liver damage and psychotic behavior.
- As little as two beers or drinks can impair coordination and thinking.
- Alcohol is often used by substance abusers to enhance the effects of other drugs.
- Alcohol continues to be the most frequently abused substance among young adults.

What are the Dangers of Alcohol Abuse? Risk of injury or death as a result of accident or violence, impaired vision, impaired motor coordination, memory defects, hallucinations, blackouts, and seizures. Long-term use can result in permanent damage to the brain, elevated blood pressure and heart rate, risk of stroke, heart failure, respiratory depression and failure, pneumonia, tuberculosis, lung abscesses, increased risk of mouth and throat cancer, alcoholic fatty liver, hepatitis, and cirrhosis, duodenal ulcers, reflux, diarrhea, impaired judgment and verbal ability, apathy, introversion, antisocial behavior, inability to concentrate, and deterioration of relationships with family, friends, and co-workers. Alcohol is an especially dangerous drug for pregnant women. Drinking during pregnancy raises the risk of low-birth weight babies and intrauterine growth retardation, increasing the danger of infection, feeding difficulties, and long-term developmental problems.

MARIJUANA

Also known as: Pot, Grass, Joints, Roaches, Reefer, Weed, Mary Jane - *Did you know that*

- Marijuana may cause impaired short-term memory, a shortened attention span and delayed reflexes.
- During pregnancy, marijuana may cause birth defects.
- Marijuana may cause a fast heart rate and pulse.
- Repeated use of marijuana may cause breathing problems.
- Possession of marijuana is illegal in all fifty states.
- Marijuana may cause relaxed inhibitions, disoriented behavior.
- All forms of marijuana are mind-altering. In other words, they change how the brain works.
 - Contains THC (delta-9-tetrahydrocannabinol), the main active chemical in marijuana.
 - Contain more than 400 other chemicals.
 - Effects on the user depend on its strength or potency, which is related to the amount of THC it contains(5).
 - THC content of marijuana has been increasing since the 1970s.

Marijuana Risks: Impaired perception, Diminished short-term memory, loss of concentration and coordination, impaired judgment, increased risk of accidents, loss of motivation, diminished inhibitions, risk of AIDS and other STDs, increased heart rate, anxiety, panic attacks, and paranoia, hallucinations, damage to the respiratory, reproductive, and immune systems, increased risk of cancer, psychological

COCAINE

Also known as: Coke, Dust, Snow, Flake, Blow, Girl - *Did you know that*

- Cocaine "high" lasts only about 5 to 20 minutes.
- Cocaine use may cause severe "mood swings" and irritability.
- You need more and more cocaine each time you want a "high."
- Cocaine increases your blood pressure and heart rate - particularly dangerous if you have a heart condition.
- One use can cause death!
- Possession and use are illegal and can result in fines and arrest.

Cocaine risks: Dependence and addiction, irregular heartbeat, heart attack, and heart failure, strokes, seizures, fungal brain infections, and hemorrhaging in tissue surrounding the brain pulmonary effects, such as fluid in the lungs, aggravation of asthma and other lung disorders, and respiratory failure psychosis, paranoia, depression, anxiety disorders, and delusions, increased risk of traumatic injury from accidents and aggressive, violent, or criminal behavior, sleeplessness, sexual dysfunction, diminished sense of smell, perforated nasal septum, nausea, and headaches. Crack users often singe eyebrows or eyelashes with the flame of matches or lighters. They also burn fingertips and other body parts from contact with superheated vessels (e.g., glass pipes). Fetal cocaine effects include premature separation of the placenta, spontaneous abortion, premature labor, low birth weight and head circumference at birth, greater chance of visual impairment, mental retardation, genitourinary malformations, and greater chance of developmental problems. For intravenous (IV) cocaine users, there is increased risk of hepatitis, HIV infection, and endocarditis. For addicts, whether they smoke, inject, or snort, promiscuous sexual activity can increase the risk of HIV infection.

CRACK, "CRACK COCAINE", FREEBASE ROCKS, ROCK

Did you know that:

- Crack is almost instantly addictive.
- One use could cause a fatal heart attack.
- Repeated use may cause insomnia, hallucinations, seizures, paranoia.
- The euphoric effects of crack last only a few minutes.
- Crack possession and use are illegal in all fifty states.
- There are more hospitalizations per year resulting from crack and cocaine use than any other illicit substance.

BARBITURATES

Health Risks: In small doses, barbiturates produce calmness, relaxed muscles and lowered anxiety. Larger doses cause slurred speech, staggering gait and altered perception. Very large doses taken in combination with other central nervous system depressants (e.g., alcohol) cause respiratory depression, coma and sometimes death.

Symptoms: A person who uses barbiturates may have poor muscle control, appear drowsy or drunk, become confused, irritable, inattentive or have slowed reactions.

Ice Also known as: Meth, Crystal, Crank, Methamphetamine - *Did you know that*

- Ice is extremely addictive - sometimes with just one use!
- Ice can cause convulsions, heart irregularities, high blood pressure, depression, restlessness, tremors, severe fatigue.
- An overdose can cause coma and death
- When you stop using ice you may experience a deep depression.
- Ice causes a very jittery high, along with anxiety, insomnia, sometimes paranoia.

Dangers and consequences of meth use: sleeplessness, loss of appetite and weight loss, nausea, vomiting, diarrhea, elevated body temperature, skin ulceration and infection, the result of picking at imaginary bugs, paranoia, depression, irritability, anxiety, increased blood pressure, due to the constriction of blood vessels, that may produce headaches, chest pain, or irregular heartbeat and lead to stroke or heart attack, seizures, permanent damage to brain cells caused by injury to small blood vessels serving the brain. For pregnant women - premature labor, detachment of the placenta, and low birth weight babies with possible neurological damage, poor feeding, and lethargy. For intravenous (IV) users - AIDS, hepatitis, infections and sores at the injection site, and infection of the heart lining and valves (endocarditis).

HALLUCINOGENS

Types Including: PCP, LSD, Mescaline, Peyote, Psilocybin - *Did you know that*

- One use of LSD or PCP can cause multiple and dramatic behavioral changes.
- Large doses of hallucinogens may cause convulsions, ruptured blood vessels in the brain and irreversible brain damage.
- Many hallucinogens cause unpleasant and potentially dangerous "flashbacks," long after the drug was used.
- Most hallucinogens cause "hallucinations," i.e., changes in perception of time, smell, touch, etc.

How does LSD Affect You? Dilated pupils, high temperature, rapid heartbeat, increased blood pressure, sleeplessness, appetite loss, and tremors. Acute anxiety, depression, panic, paranoia, or psychotic behavior may accompany a bad trip or may occur after most other effects of the drug have worn off. An overdose can result in a longer, more intense and more frightening trip, and the spontaneous, recurring hallucinations known as flashbacks can occur days, weeks, or more than a year after LSD use.

ECSTASY

Called MDMA (3-4-Methylenedioxymethamphetamine) by scientists, it is a synthetic chemical that can be derived from an essential oil of the sassafras tree. One of the most dangerous drugs threatening young people today. MDMA is also one of the easiest illegal drugs to obtain.

- Effects similar to those of amphetamines and hallucinogens.
- Distributed almost anywhere, it has become very popular at social events like raves, hip hop parties, concerts, etc. frequented by both adults and youth. While not all "event" attendees use Ecstasy, the drug often makes the circuit of these parties and can set up dangerous circumstances that can affect everyone there.
- Short-term effects include psychological difficulties (confusion, depression, sleep problems, craving, severe anxiety, and paranoia). These effects occur during use and can continue even weeks after use.
- Physical problems that can occur are muscle tension, involuntary teeth clenching, nausea, blurred vision, rapid eye movement, fever, chills or sweating.

Long Term Effects- Recent findings connect use of Ecstasy to memory loss. Use of Ecstasy depletes serotonin, a very important chemical in the brain which regulates mood, sleeping and eating habits, as well as, the thinking and behavior process, sexual function, and sensitivity to pain.

NARCOTICS

Including Heroin, Codeine, Morphine, Opium, Precedent

Paying the Price of Heroin Use: range from mild distress to life threatening dangers and include: dry, itchy skin and skin infections, constricted pupils and reduced night vision, nausea and vomiting (following early use or high doses), constipation and loss of appetite, menstrual irregularity, reduced sex drive, scarring ("tracks") along veins and collapsed veins from repeated injections, irregular blood pressure, slow and irregular heartbeat (arrhythmia), fatigue, breathlessness, and labored, noisy breathing due to excessive fluid in the lungs ("the rattles"), injuries that result from engaging in any activity (such as working, driving, or operating machinery) when incapacitated by heroin use, dependence, addiction, hepatitis, AIDS, and other infections from unsanitary injection, stroke or heart attack caused by blood clots resulting from insoluble additives, respiratory paralysis, heart arrest, coma, and death from accidental overdose

VII. NOTICE OF FEDERAL STUDENT FINANCIAL AID PERNALTIES FOR DRUG LAW VIOLATION

Suspension of Eligibility for Drug Convictions

As described in section 484(r) of the Higher Education Act, a student who, during a period of enrollment for which the student was receiving federal student aid, is convicted of any offense under any Federal or State law involving the possession or sales of a controlled substance shall not be eligible to receive any additional federal financial aid from the date of that conviction for the period of time specified in the following chart:

	Possession of Illegal Drugs	Sale of Illegal Drugs
1 st Offense	1 year from date of conviction	2 years from date of conviction
2 nd Offense	2 years from date of conviction	Indefinite period
3 rd Offenses	Indefinite period	

(A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

If a student is convicted of both possessing and selling illegal drugs, and periods of ineligibility are different, the student will be ineligible for the longer period. Written notification will be provided to each student who becomes ineligible for Title IV Federal Financial Aid funds due to a drug conviction regarding the loss of eligibility and will include the methods by which the student can again become eligible.

If a student is convicted of a drug offense after receiving federal aid, the student must notify the Financial Aid Office immediately. That student will cease to be eligible for further financial aid and will be required to self-certify their eligibility for federal aid with regard to drug convictions by answering item number 23 on the FAFSA.

A student regains eligibility the day after the period of ineligibility ends or when the student successfully completes a qualified drug rehabilitation program that includes passing two unannounced drug tests given by such a program. Further drug convictions will make the student ineligible again.

Eligibility can be regained after completing any of the 3 following options:

1. Successfully completing a rehabilitation program (described below, which includes passing two unannounced drug tests from such a program;
2. Having the conviction reversed, set aside, or removed from the student's record so that fewer than two convictions for sale or three convictions for possession remain on the record;
or
3. Successfully completing two unannounced drug tests which are part of a rehab program (the student does not need to complete the rest of the program).

In such cases, the nature and dates of the remaining convictions will determine when the student regains eligibility. It is the student's responsibility to certify that the rehabilitation program has been completed. When a student regains eligibility, Pell Grant can then be awarded for the current payment period.

VIII. DRUG AND ALCOHOL COUNSELING, TREATMENT OR REHAB PROGRAMS

Below is list of drug and alcohol counseling, treatment, or rehabilitation Centers in Santa Ana city

➤ **ORANGE COUNTY HEALTH CARE AGENCY**

405 W. 5th St., Santa Ana, CA 92701

Orange County Health Care Agency provides the following services: Drug & Alcohol Addiction Counseling

<https://www.ochealthinfo.com/services-programs/mental-health-crisis-recovery/mhrs-misc/alcohol-drug-abuse-services>

➤ **ORANGE COUNTY HEALTH CARE AGENCY**

405 W. 5th St., Santa Ana, CA 92701

Orange County Health Care Agency provides the following services: Drug & Alcohol Addiction, Detox, Methadone Services, Methadone Detox

<https://www.ochealthinfo.com/services-programs/mental-health-crisis-recovery/mhrs-misc/alcohol-drug-abuse-services>

➤ **CA HISPANIC COMMISSION ALS DRUG ABUSE**

11046 Valley Mall El Monte CA 91731

CA Hispanic commission Als/ Drug Abuse provides the following services: Drug & Alcohol Addiction Counseling

<http://www.chcada.org>

➤ **CALIFORNIA TREATMENT SERVICES**

2101 E. 1st St Santa Ana, CA 92705

California Treatment Services provides the following services: Drug & Alcohol Addiction, Detox, Methadone Services, Methadone Detox, Buprenorphine Treatment

www.crchealth.com

➤ **CARE COUNSELING CENTERS**

1614 E. 17th St. Santa Ana, CA 92701

CARE Counseling Centers provides the following services: Drug & Alcohol Addiction Counseling www.carecounseling.net

➤ **CHANGES FOR RECOVERY**

300 N. Tustin Ave. Santa Ana, CA 92705

Orange County Health Care Agency provides the following services: Drug & Alcohol Addiction Counseling

➤ **COOPER FELLOWSHIP INC**

409 N. Cooper St. Santa Ana, CA 92703

Cooper Fellowship Inc provides the following services: Drug & Alcohol Addiction Counseling
www.cooperfellowship.com

➤ **PHOENIX HOUSE**

1207 E. Fruit St. Santa Ana, CA 92701

Phoenix House provides the following services: Drug & Alcohol Addiction Counseling
www.phoenixhouse.org

➤ **STRAIGHT TALK**

1225-1227 W. 6th St. Santa Ana, CA 92703

Straight talk provides the following services: Drug & Alcohol Addiction Counseling
www.straighttalkinc.org

- **NATIONAL SUICIDE PREVENTION LINE - 1-800 273 8255**
- **24 HOUR ALCOHOL ABUSE HOTLINE - 1-888-506-0699**
- **THE NATIONAL ALLIANCE ON MENTAL ILLNESS- 1-800-950-NAMI (6264)**
- **HELPLINES FOR SPECIFIC DRUGS: 1-800-COCAINE; 1-800-9-HEROIN; 1-888-MARIJUA**