

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Behavioral Health and Recovery Services

BOARD AGENDA # \*B-2

Urgent  Routine

AGENDA DATE July 17, 2012

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval of Nirvana Drug and Alcohol Treatment Program's Application for Certification to Be a Deferred Entry of Judgment Provider

STAFF RECOMMENDATIONS:

Approve the Application from Nirvana Drug and Alcohol Treatment for provision of Penal Code (PC) 1000 Deferred Entry of Judgment services.

FISCAL IMPACT:

Deferred Entry of Judgment programs are sustained by participant fees and set at levels sufficient to cover the cost of services including an indigent participation fund and County administrative costs. As the Contract Monitor for the program, Behavioral Health and Recovery Services will receive 5% of the participant fees collected by Nirvana Drug and Alcohol Treatment. Depending in the number of clients seen, fee revenue is estimated at \$7,000 per year. The Department will review actual revenue received and make any necessary budget adjustments as part of the mid-year budget review process. There is no impact to the General Fund associated with this program.

BOARD ACTION AS FOLLOWS:

No. 2012-363

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow  
and approved by the following vote,

Ayes: Supervisors: Chiesa, Withrow, Monteith, De Martini, and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

4) \_\_\_\_\_ Other:

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

The California State Legislature first passed drug diversion into law in December 1972. The intent of the law was to provide drug abuse education and counseling services as an alternative legal action for first-time adult offenders. Offenses and populations qualifying for diversion are outlined in PC 1000 and Health and Safety Code 11350 and 11550 (possession or use of a controlled substance). In 1997, the State amended the law to change drug diversion to "Deferred Entry of Judgment." It is now a post plea program. In lieu of criminal proceedings, defendants may choose to enter a plea of guilty with sentence in abeyance, and enroll in a counseling program. Offenders who successfully complete the counseling program and comply with all requirements of their court order are entitled to have their case dismissed. In calendar year 2001, Stanislaus County had 727 cases that were deferred to the area's education and counseling programs under PC 1000.

The law requires the County Drug Program Administrator, with the authority of the Board of Supervisors, to implement a certification procedure for Deferred Entry of Judgment (PC 1000) services programs. There are currently three existing providers of PC 1000 services in Stanislaus County: Gleeson Counseling Services, Occupational Health Services, and Safety Center, Inc. Nirvana Drug and Alcohol Treatment has submitted an application for certification as a PC 1000 Deferred Entry of Judgment provider.

The PC 1000 Deferred Entry of Judgment Standards were revised in September 1999 and adopted by the Board of Supervisors in January 2000. As the Standards stipulate, the County Alcohol and Drug Program Administrator, or designee, in consultation with the DUI/Deferred Judgment Sub-Committee, Probation Department and Court shall review the application and shall submit their recommendation to the Advisory Board on Substance Abuse Programs. Nirvana's application has been reviewed and all certification requirements have been met. On June 21, 2012, the Advisory Board on Substance Abuse Programs reviewed Nirvana's Drug and Alcohol Treatment PC 1000 application and voted unanimously to submit the application for PC 1000 certification consideration and approval by the Stanislaus County Board of Supervisors.

**POLICY ISSUES:**

Approval of this item will meet the Board's priorities of a Healthy Community and a Safe Community by ensuring that access to appropriate services is available.

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**STAFFING IMPACTS:**

Existing department staff is available to support this item.

**CONTACT INFORMATION:**

Adrian Carroll, Associate Director

Telephone: 525-6225

# **Nirvana Drug and Alcohol Treatment**

## **PC-1000 Program**

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### **History & Program goals and objectives:**

Nirvana Drug and Alcohol Treatment Program is a non-profit social-model organization that has been offering state licensed and state certified residential substance abuse services for the alcohol and drug abusers in Stanislaus County since 1997. We have been offering out-patient services since 1999. Our mission is to help improve the lives of the chemically addict and their families in our county. Our commitments are to service, professionalism, cultural awareness, resourcefulness and compassion. Our budget has grown from \$45,000 a year (1997) to \$1,225,000 per year (present year). We employ 23 staff, from our certified counselors to our support staff. We also have approximately 3 volunteers and University interns. Nirvanas staff is highly qualified and trained in the substance abuse and AOD fields. We also promote continuing education in the various areas of substance abuse.

Our mission is to help improve the lives of the chemically addict and their families in our county. Our commitments are to service, professionalism, cultural awareness, resourcefulness and compassion. Our goals are to have the participants' finish the program drug and alcohol free, be able to continue their sobriety without supervision, and have a stable support system in place upon completion. Its Nirvanas desire to have each participant become a productive member of our society.

### **Narrative of Services and Content:**

The Nirvana system of care allows clients to access services from whatever level of need, from a higher level of care (which could include detox or in-patient drug and alcohol treatment) to a lower level, non-residential day treatment, transitional housing, or out-patient services. Issues dealt with in our program are directed toward life-adjustment and re-education, while emphasizing the need for on-going therapy. Studies by the National Institute on Drug Abuse have shown that the strongest predictor of success is the time spent in supportive therapy.

Our in-house group topics are varied; areas we help client with are drug/alcohol prevention, life skills training, relapse prevention, anger management, domestic violence, role playing exercises dealing with conflicts in life, teaching personal responsibility, etc. All of Nirvana's in-house groups help adult substance abusers work on the many issues that may be a problem area (unresolved issues) for them in seeking and maintaining employment or job training in the past. We also assess if a client has had any childhood trauma or possible dual-diagnosis issues. If the client self-discloses any such issues (and wishes to start work on such while at Nirvana), we refer them to support groups that focus on these issues. Nirvana's philosophy on addiction and recovery is more social model than therapeutic community. Social model programs operate on the premises that experimental learning is the path to recovery. The program is structured so that the opportunities to experience recovery and to observe

and interact with persons who have experienced phases of recovery are available. Within that belief is an understanding that to change the behavior of an individual, the reference group (of which the individual is a member) must change, or the individual must become involved in a new reference group. We feel that to accomplish this, the recovery program must have access to the reference group with which the individual is (or is to be) associated. With that in mind Nirvana introduces all its participants to 12-step programs, and mental health groups if they require such groups. We feel that community-based support groups work best for our participants as these groups can be used after graduation for long-term support. There is a schedule of all such support groups who come to both our treatment site and our out-patient site for presentations and participation with clients.

We have worked with many participants who are dual-diagnosis. We already have working relationships with many of the local mental health providers, where we can quickly get a mental health assessment at any of the local regional counseling centers (if needed).

Nirvana understands that there are special needs that both women and men face. We have gender specific locations for residential programs. Outpatient and PC-1000 classes are co-ed. We provide support groups for each gender, which we believe helps them build strong peer relationships. Nirvana also makes it a practice (as part of our policy and procedures) to not discriminate against any religion/sect/gender/sexual preference.

**Location of Services** Our state licensed and certified men's 30-bed treatment center is at 1028 Reno Street in Modesto. Our state licensed and certified woman's 12 bed treatment center is located at 1116 and 1116 ½ Alice street.

Nirvana's outpatient site is at **948 11<sup>th</sup> Street ste 23**. This location will be where we provide PC-1000 services. This office can accommodate up to 30 participants per group. All-in-all Nirvana has 42 treatment beds and 38 sober living beds for a total of 80 beds. All transitional sites have been registered and certified by the California Association of Addiction Recovery Resources

**Service hours and Service hours provided:**

Our treatment site hours are 24 hour a day. We can accommodate and admit any time of day or night. Our outpatient office is open on Monday through Friday from 9am to 5pm. The PC-1000 service hours provided is as follows:

PC-1000 10 week course: 10 education/recovery groups of 2 hours each per week. 4 individual sessions of 30 minutes each, for a total of 22 service contact hours.

PC-1000 15 week course: 15 education/recovery groups of 1.5 hours per week. 4 individual sessions of 30 minutes each, for a total of 24.5 service contact hours. All participants will be required to attend a minimum of 2 AA/NA meetings per week.

Nirvana is planning on starting two PC-1000 classes, on Tuesdays and Thursdays, from 10am to 11:30 and 12:00 respectively, depending on participant need.

### **Rules and Attendance:**

1. Honesty is required at all times.
2. Cross talk is not allowed.
3. Treat others with respect at all times.
4. Be on time for all groups
5. Required homework must be completed in a timely manner.
6. Must remain free of alcohol and drugs.
7. Submit urine and breathe test upon request.
8. Participates must be appropriately dressed. Clothing depicting or glorifying alcohol or drugs, gang related clothing, or clothing that is sexually suggestive in any way are not appropriate.
9. Confidentiality must be respected. Talking about who you see in group, or what is talked about during group should not be discussed with or in the presence of anyone that is not a group member or Nirvana staff.
10. Use of cell phones during group is not allowed. Leaving group to answer cell phone will result in not being allowed to return to group. Cell phones are to be turned off during group.
11. Romantic relationships between any Nirvana participants are not allowed.

### **GROUPS FOR DISCHARGE**

1. Failing to adhere to the fee agreement.
2. Behavior that disrupts program activities, e.g., violence or threats of violence during program activities.
3. Absenteeism
  - a. Incurring a third (3<sup>rd</sup>) unexcused absence from educational or counseling activities.
  - b. Incurring a third unexcused absence from weekly self-help meetings.
4. Failure to obtain a Leave of Absence for any absences beyond those allowed by these standards.
5. Testing positive for drug or alcohol use. A drug test determined to have been diluted or adulterated shall be considered a positive test.
6. Attending activities while under the influence of alcohol or drugs.
7. Possession of drugs or alcohol while on Nirvana premises.
8. Possession of guns, knives, or other weapons while on Nirvana premises.
9. Sexually acting out.
10. Refusal to submit urine test or breathe test.

**Staff:** All staff is certified with CAARR, CAADAC, NAADAC, or other agency approved by the State of California. Staff certifications are available upon request. These certifications are and must be renewed each year. At a minimum, every staff member is required at least 30 hours of continuing education each year. These training must be approved by the certifying body in order to count towards



renewal. We have mandatory education requirements of all staff; some of those requirements are to have training in cultural sensitivity, confidentiality, and ethics. We have a bi-lingual position, which allows Nirvana to offer services in Spanish if necessary. Nirvana also has the ability to hire a translator if needed.

**Fee schedule and refund policy:**

The fee for the **15 Week PC1000 Course** is \$650.00. The following terms will be arranged at time of enrollment:

\$80.00 at time of assessment/enrollment  
\$35.00 per group (15 groups, 15 payments of \$35.00)

The fee for the **10 Week PC1000 Course** is \$530.00. The following terms will be arranged at time of enrollment:

\$80.00 at time of assessment/enrollment  
\$45.00 per group (10 groups, 10 payments of \$45.00)

Any clients that have paid for services in advance and those services were not provided will be refunded within 30 days from their discharge date.

Any client that has paid for a service and does not give prior notice of absence will be charged for the missed appointment.

Client course type will be determined by need at time of assessment.

**Supervision and Participant procedures:**

*(Supervision)*

Nirvana will schedule participant an appointment for an assessment within a week of initial contact. Nirvana staff will facilitate all groups, schedule and conduct all one on one counseling, and maintain all files.

Nirvana will assess participant using a the (ASI) Addiction Severity Index to assess the needs of the participant and the severity of their addiction.

At time of assessment Nirvana staff will ask participant to submit a urine test for drug screening and a breathe test for alcohol.

Nirvana staff will require participant to sign Consent to Release of Information for the courts and any other agencies or individuals involved.

If the participant is assessed for Nirvana PC1000 Nirvana staff will do an intake file on the same day of assessment and a written letter of enrollment will be sent to the courts within 24 hours of intake.

At time of enrollment the Nirvana staff will give participant a payment fee, group schedule, and a face to face schedule.

If the participant fails to make their scheduled appointment for the assessment they will be allowed to reschedule 2 more times before being referred elsewhere.

If at anytime a participant is discharged from the Nirvana PC1000 program for any reason the court and any other agencies will be notified within 48 hours with written justification.

Nirvana will send reports to the courts and any other agencies for positive drug test, positive alcohol test, or lack of progress by the participant.

Nirvana will make scheduled client reports as specified by PC1000.

### *(Participant Procedure)*

Participant will call Nirvana Drug and Alcohol at (209) 579-1151 to schedule a appointment for an assessment.

Participant will sign a Consent to Release of Information allowing Nirvana and the Courts to communicate.

Participant will submit a urine test for illicit drugs and a breathe test for alcohol.

Participant will attend Educational Sessions or a Recovery Group once a week.

Participant will do four one on one Counseling Sessions that will be scheduled at time of intake.

Participant will actively participate in groups.

Participant will be required to do two self help meetings a week (ex: Narcotics or Alcoholics Anonymous)

Client will be required to pay all fees as scheduled in the payment fees.

Client will be given a Certificate of Completion to satisfy the courts.

### **Participant contract and discharge policy and procedure:**

#### **PARTICIPANT CONTRACT**

1. All Clients shall adhere to program requirements set forth at time of enrollment.
2. All Clients shall attend and actively participate in all program activities.
3. All Clients shall submit to drug and alcohol testing
4. All Clients shall pay all fees to which they agreed to at time of enrollment.

#### **GROUND FOR DISCHARGE**

11. Failing to adhere to the fee agreement.
12. Behavior that disrupts program activities, e.g., violence or threats of violence during program activities.
13. Absenteeism
  - a. Incurring a third (3<sup>rd</sup>) unexcused absence from educational or counseling activities.
  - b. Incurring a third unexcused absence from weekly self-help meetings.

14. Failure to obtain a Leave of Absence for any absences beyond those allowed by these standards.
15. Testing positive for drug or alcohol use. A drug test determined to have been diluted or adulterated shall be considered a positive test.
16. Attending activities while under the influence of alcohol or drugs.
17. Possession of drugs or alcohol while on Nirvana premises.
18. Possession of guns, knives, or other weapons while on Nirvana premises.
19. Sexually acting out.
20. Refusal to submit urine or breathe test.

**Proposed budget, (this also shows financial reimbursement capability):**

Please see attached projected budget. (exhibit A.) This is based on last year's performance and current years cuts.

Nirvana keeps a substantial reserve in the bank, and if for any reason the participant is terminated or discharged from the program, a refund for unused service monies will be issued to participant within 72 hours.

**Culturally relevant services:**

Nirvana will ensure that services will be provided in a culturally competent manner to all participants including those with limited english proficiency. Nirvana employees and services will effectively provide services to people of all cultures, races, ethnic backgrounds, and religions in a manner that recognizes values, affirms, and respects the worth of the individual participants and protects and preserves the dignity of each.

Nirvana employees will promote and assist the recovery of all participants, without regard to race, color, creed, national origin, age, sex, sexual preference, religion, marital status, residence, political union affiliation, or mental or physical disability.

In cases where Nirvana can not help a participant for any reason Nirvana will refer to another program that can meet the needs of the participant.

**Board of Directors:**

***OFFICERS:***

Dane Holding, President

Mike Bagley, Vice president

Troy Rose, Treasurer/Secretary

Owner of T.D. Rose Painting and Pool Service

***MEMBERS:***

Duane Smith

Citizen of Stanislaus County

Wayne Davison, Asst. Director  
Dept. of Corrections  
Parole & Community Division

Robert Bagley

Owner of Quality Scaffolding

Peter Desnoo

Employee at Mitsubishi of Modesto

**Emergency Services provision:**

1. Emergency evacuation plans shall be posted near the primary exits in all rooms, all exits will be clearly marked with exit signs.
2. Fire extinguishers shall be accessible, mounted on the wall, appropriately charged, and have current inspection tags.
3. The facility shall be clean in appearance and provide adequate space, ventilation, restrooms, and seating to ensure an appropriate environment for educational and counseling activities.
4. In case of medical emergency 911 will be called and all agencies involved will be notified immediately.
5. Within 24 hours of medical emergencies or accidents a report will be filed with the ADP.
6. In the case of a fire all clients will be evacuated from the building at meet at the designated meeting spot (11<sup>th</sup> Street Parking Structure) where a person count will then take place.

**NON-discrimination policy:**

Exhibit B

## Drug free workplace:

### Nirvana Drug and Alcohol Institute Drug-Free Workplace Policy

Nirvana Drug and Alcohol Institute intends to help provide a safe and drug-free work environment for our clients and our employees. With this goal in mind and because of the serious drug abuse problem in today's workplace, we are establishing the following policy for existing and future employees of Nirvana Drug and Alcohol Institute.

The Company explicitly prohibits:

- The use, possession, solicitation for, or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on Company or customer premises or while performing an assignment.
- Being impaired or under the influence of legal or illegal drugs or alcohol away from the Company or customer premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from the Company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of the company or its customers, or while on company business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.

Nirvana will conduct drug and/or alcohol testing under any of the following circumstances:

- **PRE-EMPLOYMENT TESTING:** Prospective employees will be tested for all illicit substances prior to being hired with Nirvana
- **FOR-CAUSE TESTING:** The Company may ask an employee to submit to a drug and/or alcohol test at any time it feels that the employee may be under the influence of drugs or alcohol, including, but not limited to, the following circumstances: evidence of drugs or alcohol on or about the employee's person or in the employee's vicinity, unusual conduct on the employee's part that suggests impairment or influence of drugs or alcohol, negative performance patterns, or excessive and unexplained absenteeism or tardiness.
- **POST-ACCIDENT TESTING:** Any employee involved in an on-the-job accident or injury under circumstances that suggest possible use or influence of drugs or alcohol in the accident or injury event may be asked to submit to a drug and/or alcohol test. "Involved in an on-the-job accident or injury" means not only the one who was or could have been injured, but also any employee who potentially contributed to the accident or injury event in any way.

If an employee is tested for drugs or alcohol outside of the employment context and the results indicate a violation of this policy, or if an employee refuses a request to submit to testing under this policy, the employee may be subject to appropriate disciplinary action, up to and possibly including

discharge from employment. In such a case, the employee will be given an opportunity to explain the circumstances prior to any final employment action becoming effective.

Below is employee form...

**EMPLOYEE AGREEMENT AND CONSENT TO  
DRUG AND/OR ALCOHOL TESTING**

I hereby agree, upon a request made under the drug/alcohol testing policy of **Nirvana Drug and Alcohol Institute**, to submit to a drug or alcohol test and to furnish a sample of my urine, breath, and/or blood for analysis. I understand and agree that if I at any time refuse to submit to a drug or alcohol test under company policy, or if I otherwise fail to cooperate with the testing procedures, I will be subject to immediate termination. I further authorize and give full permission to have the Company and/or its company physician send the specimen or specimens so collected to a laboratory for a screening test for the presence of any prohibited substances under the policy, and for the laboratory or other testing facility to release any and all documentation relating to such test to the Company and/or to any governmental entity involved in a legal proceeding or investigation connected with the test. Finally, I authorize the Company to disclose any documentation relating to such test to any governmental entity involved in a legal proceeding or investigation connected with the test.

I understand that only duly-authorized Company officers, employees, and agents will have access to information furnished or obtained in connection with the test; that they will maintain and protect the confidentiality of such information to the greatest extent possible; and that they will share such information only to the extent necessary to make employment decisions and to respond to inquiries or notices from government entities.

I will hold harmless the Company, its company physician, and any testing laboratory the Company might use, meaning that I will not sue or hold responsible such parties for any alleged harm to me that might result from such testing, including loss of employment or any other kind of adverse job action that might arise as a result of the drug or alcohol test, even if a Company or laboratory representative makes an error in the administration or analysis of the test or the reporting of the results. I will further hold harmless the Company, its company physician, and any testing laboratory the Company might use for any alleged harm to me that might result from the release or use of information or documentation relating to the drug or alcohol test, as long as the release or use of the information is within the scope of this policy and the procedures as explained in the paragraph above.

This policy and authorization have been explained to me in a language I understand, and I have been told that if I have any questions about the test or the policy, they will be answered.

I UNDERSTAND THAT THE COMPANY WILL REQUIRE A DRUG SCREEN AND/OR ALCOHOL TEST UNDER THIS POLICY WHENEVER I AM INVOLVED IN AN ON-THE-JOB ACCIDENT OR INJURY UNDER CIRCUMSTANCES THAT SUGGEST POSSIBLE INVOLVEMENT OR INFLUENCE OF DRUGS OR ALCOHOL IN THE ACCIDENT OR INJURY EVENT, AND I AGREE TO SUBMIT TO ANY SUCH TEST.

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Signature of Employee

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Date

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Employee's Name - Printed

**Program Experience:** Nirvana's experience with the existing AOD treatment system has been varied. Nirvana has worked with many dual-diagnosed participants, and at times we have had to access Stanislaus Counties Emergency Services, also, Modesto, Ceres, Eastside, and Turlock Counseling Centers to help our clients receive medications and mental health services while clients at Nirvana. Our experience in servicing the various ethnic groups has been varied. We have successfully delivered services to African-Americans, American Indians, Mexican-Americans, and most ethnic groups represented in Stanislaus County. As our stats show, we treat approximately 76% Caucasian, 28% Hispanic, and approximately 4% of various other groups.

Nirvana's experience with working with the criminal justice system is: we have a contract with the California Department of Correction and the Stanislaus County Probation Department. Nirvana has worked with several parole and probation officers. We have almost daily contact with the Modesto Parole Department, and have worked with Drug Court employees. As a part of the Continuum of Care partnership we are forming ties with many other groups, these include the Department of Mental Health, Wellness Recovery, Stanco, Community Housing and Shelter Program, etc. We partner with Arbor Employment Agency, working closely with their job developer, which aids our clients. Nirvana continues to work with the City of Modesto's Neighborhood Redevelopment Department, trying to work within the City's planning for homeless/substance abuse single adults.

Nirvana helps their unmotivated participants by following a few simple rules: not to argue, talk down to, asking open questions, and attempting to slowly work through their denial, anger or ambivalence. We have seen many a participant begin to see their role in their addiction.

**Timelines** Nirvana's notification process: we provide on-site assessments 5 days a week, which enables our team to admit on the same day if participant is found appropriate and we have availability. If a medical clearance is needed, we can still admit the same day as long as we have that clearance. Data collection is broad. We use an assessment tool called the Addiction Severity Index, which includes all aspects of an alcohol/drug addicts life, well beyond the usual data collected. This Index allows Nirvana to get a better idea of possible services needed by client. These assessments would be kept with their individual files, and demographics added to our computer database, making reports easily accessible.

Nirvana's organizations outcomes/goals are to meet participant's needs. As we are a human service program, we have several desired outcomes for participants, each contributing to another benefit or change that leads closer to the ultimate outcome the program hopes to achieve for participants; abstinence, awareness of disease concept, beginning of job readiness (if needed), and enhanced parenting skills. Another outcome is participant satisfaction. We will use surveys and client disclosure to evaluate our methods.





(B)

## **Equal Employment Opportunity**

Nirvana Drug and Alcohol Treatment is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law. Nirvana Drug and Alcohol Treatment complies with the law regarding reasonable accommodation for handicapped and disabled employees. Nirvana Drug and Alcohol Treatment's Executive Director has issued the following policy stating Nirvana Drug and Alcohol Treatment's views on this matter.

It is the policy of Nirvana Drug and Alcohol Treatment to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Nirvana Drug and Alcohol Treatment will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. Nirvana Drug and Alcohol Treatment will also make reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job and provided that any accommodations made do not impose an undue hardship on Nirvana Drug and Alcohol Treatment.

Equal employment opportunity notices are posted near employee gathering places as required by law. Additionally, they are posted on [x] (state other places where these notices might be posted. For instance, lunchroom bulletin boards or on-line communication systems). These notices summarize the rights of employees to equal opportunity in employment and list the names and addresses of the various government agencies that may be contacted in the event that any person believes he or she has been discriminated against.

Management is primarily responsible for seeing that Nirvana Drug and Alcohol Treatment's equal employment opportunity policies are implemented, but all members of the staff share in the responsibility for assuring that by their personal actions the policies are effective and apply uniformly to everyone.

Any employees, including, involved in discriminatory practices will be subject to termination.

## Staff Code of Conduct

1. Employee will refrain from undertaking any activity where personal conduct, including the use of alcohol and other mind altering drugs, is likely to result in inferior services or constitute a violation of the law, both on and off Nirvana premises.
2. Employee will maintain an appropriate supportive relationship with all persons served, and not become personally, socially, sexually, or romantically involved with a participant while the participant is in a professional relationship with the program and at least two years after participant has been discharged.
3. Employee will promote and assist the recovery of all participants, without regard to race, color, creed, national origin, age, sex, sexual preference, religion, marital status, residence, political union affiliation, or mental or physical disability.
4. Employee will adhere strictly to establish rules of confidentiality of all records, materials, and knowledge concerning persons served in accordance with all government and program regulations.
5. Employee will treat all participants in a professional manner and not commit any acts or threats of violence and avoid becoming financially involved with persons served.
6. Employee will, in the event of a conflict of interest, immediately report such conflict to the Executive or Assistant Director.
7. Employee will refrain from any activity or behavior strictly prohibited as outlined in the harassment policy (employee manual pages 14-15).
8. Employee will refrain from use of alcohol/or other drugs on and off the premises.
9. Employee will refrain from bring any type of weapon on the premises.

This code of conduct is for all staff, paid employees, volunteers, the governing body, and Community Advisory Board members.

State of California



Department of Alcohol and Drug Programs

**Certification**

*In accordance with applicable provisions of the Health and Safety Code of California and its rules, regulations, and standards, the Department of Alcohol and Drug Programs hereby certifies:*

**NIRVANA DRUG AND ALCOHOL TREATMENT PROGRAM**

*to operate and maintain an alcohol and/or other drug abuse recovery or treatment facility using the following name and location:*

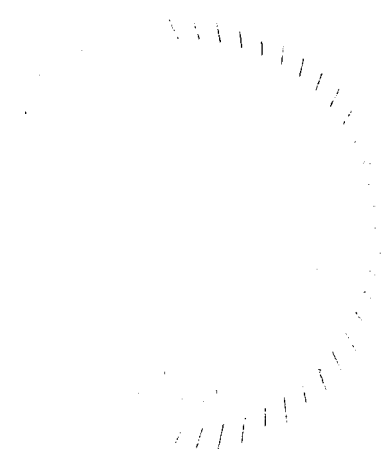
**NIRVANA DRUG AND ALCOHOL TREATMENT INSTITUTE  
948 11<sup>TH</sup> STREET, SUITE 23  
MODESTO, CALIFORNIA 95354**

*This certification extends to the following services:*

**OUTPATIENT ALCOHOL AND/OR OTHER DRUG SERVICES**

**Certification Number:  
500009CN**

Effective Date: **08/01/2010**  
Expiration Date: **07/31/2012**



*Jinckle Bradley*

\_\_\_\_\_  
Authorized Representative

Complaints regarding services provided in this facility should be directed to:  
Complaint Coordinator, Program Compliance Branch  
1700 K Street, Sacramento, California 95811-4037  
(877) 685-8333/(916) 322-2911 or FAX: (916) 324-4505 E-mail: [LCBcomp@adp.ca.gov](mailto:LCBcomp@adp.ca.gov)

**Post in a prominent location. This Certification is not transferable.**

(D)

# THE NAADAC CERTIFICATION COMMISSION

Michael Bagley

hereby certifies that

has met all of the eligibility standards

FOR THE PRACTICE OF ALCOHOLISM AND DRUG ABUSE COUNSELING

as stipulated by the Commission  
and is hereby conferred the title of



## National Certified Addiction Counselor I

James A. Holbert III

CHAIRMAN, NAADAC CERTIFICATION COMMISSION  
*James A. Holbert III*

Certification Number: 015286

Date Awarded: April 30, 2010



This certificate belongs to: The NAADAC Certification Commission

(D)

# Board for Certification of Addiction Specialists

has determined that

## MICHAEL BAGLEY


Is acknowledged and accredited as having the experience, knowledge, skills and attitudes necessary to serve within community-based, social model settings.

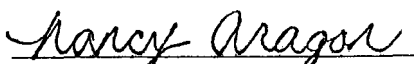
### CAS II Certification

Certified Alcoholism and Other Drug Addictions Recovery Specialist

Certification Year: July 1, 2011 – June 30, 2012

Certification number: 02-025232

  
Richard Torres - President

  
Nancy Aragon - Vice President



California Association of Addiction Recovery Resources - 2400 Marconi Avenue, Sacramento, CA 95821 - 916-338-9460

(D)

# Board for Certification of Addiction Specialists

has determined that

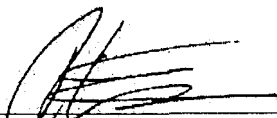
## Melvin Wendell Bledsoe, Jr.

Is acknowledged and accredited as having the experience, knowledge, skills and attitudes necessary to serve within community-based, social model settings.

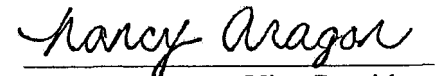
### CAS Certification

Certified Alcoholism and Other Drug Addictions Recovery Specialist

Certification Year: July 1, 2011 – June 30, 2012

  
Richard Torres - President

Certification number: 02-090240

  
Nancy Aragon - Vice President

California Association of Addiction Recovery Resources - 2400 Marconi Avenue, Sacramento, CA 95821 – 916-338-9460

(1)

# Board for Certification of Addiction Specialists

has determined that

## DAVID KIRKLAND

Is acknowledged and accredited as having the experience, knowledge, skills and attitudes necessary to serve within community-based, social model settings.

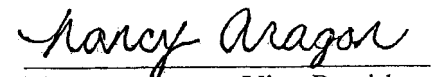
### CAS Certification

#### Certified Alcoholism and Other Drug Addictions Recovery Specialist

Certification Year: July 1, 2011 – June 30, 2012

  
Richard Torres - President

Certification number: 02-045384

  
Nancy Aragon - Vice President

California Association of Addiction Recovery Resources - 2400 Marconi Avenue, Sacramento, CA 95821 – 916-338-9460



(D)

# Board for Certification of Addiction Specialists

has determined that

## Michael McDowell

Is acknowledged and accredited as having the experience, knowledge, skills and attitudes necessary to serve within community-based, social model settings.

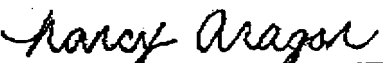
### CAS Certification

Certified Alcoholism and Other Drug Addictions Recovery Specialist

Certification Year: July 1, 2011 – June 30, 2012

  
Richard Torres - President

Certification number: 03-080565

  
Nancy Aragon - Vice President



California Association of Addiction Recovery Resources - 2400 Marconi Avenue, Sacramento, CA 95821 - 916-338-9460

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