

Guidelines on Measures to Promote Elimination of Discrimination Due to Disability for Faculty and Staff Members

April 1, 2019

(Purpose)

Article 1. These Guidelines (hereinafter referred to as 'the Guidelines') prescribe items for the faculty and staff members of Akita International University (including adjunct faculty, adjunct staff hereinafter referred to as 'faculty') to take proper action in line with Basic Policy on Elimination of Discrimination on Basis of Disability (Cabinet Decision at 24th February 2013) according to Act for Eliminating Discrimination against Persons with Disabilities (Act No.65 of June, 2013).

(Definition)

Article 2. In this Guideline, 'Reasonable Accommodation' means changes or adjustments which are needed to promote actual fairness of disabled students, and not to cause unfair environments to students who do not take accommodations, or not to impose too heavy a burden on those who provide changes or adjustments.

(Prohibition of unjust, discriminatory treatment)

Article 3. Faculty shall not infringe on the rights and interests of persons with disabilities by denying or limiting opportunities to participate in education, research, as well as other activities conducted by AIU, or imposing conditions that are not applied to able persons.

(Reasonable Accommodations)

Article 4. AIU shall provide reasonable accommodations in case persons with disabilities have appealed for them.

2. The request for a rational consideration referred to in the preceding chapter may be made not only verbally but also by such means as Sign Language, writing and body language. If a person with disabilities finds it difficult to convey the request, a family member or caregiver may do so on his or her behalf.

3. Even if a request has not been expressed, and if the disabled person has obvious needs of support, faculty shall suggest rational considerations they deem appropriate for him or her.

4. Reasonable accommodations are determined on a case-by case basis comprehensively and objectively in consideration of the elements of each number below.

1. Degree of influence on the education and research activities (whether their essential qualities and objectives are still maintained by introductions).

2. Degree of possibility of granting requests (limitation of materials, technology, personnel, structure).

3. Degree of financial burden

(Providing Accommodations)

Article 5. Faculty shall provide accommodations detailed on the letters issued by Vice-President.
2 Upon providing accommodations, faculty shall pay heed to the manuals in the appendix.

(Punishment)

Article 6. Punishment may be meted out to faculty who treat persons with disabilities in an unjust, discriminatory manner or fail to provide them with a rational consideration despite not bearing an excessive burden in accordance with Article9, Chapter 35 of AIU Employment Regulation.

(System of consultation)

Article 7. Consultations required by persons with disabilities, their families or others shall be provided by the following persons and locations.

1. Study and Well-being Coordinator (The Division of Student Services, Student Affairs)
2. Division of Student Record, Academic Affairs
3. International Affairs Office

4. Medical and Healthcare Room
5. Counseling Room