



## **Basic Policy to Support Students with Disabilities at the Graduate School of Management, GLOBIS University**

GLOBIS aims to create a flexible organization that embraces the unique talents and attributes of every individual. This aligns with a key component of the GLOBIS Way: the Diversity Way.

At GLOBIS University, the Diversity Way philosophy is reflected in the following Basic Policy, which was established to provide appropriate support for students with disabilities and ensure equal opportunity throughout their student experience.

### **■Basic Policy**

- Reasonable Consideration

Students with disabilities shall receive reasonable and necessary consideration on an individual consultation basis that shall take into account the nature and degree of the disability.

- Support System

All departments of GLOBIS, in collaboration with outside specialists as needed, shall work together to support students with disabilities.

- Awareness

Faculty members of GLOBIS University shall take part in raising awareness by deepening their own understanding of disabilities and aiming to make education indiscriminately accessible for all students.



- Personal Information

All personal information provided by students with disabilities or obtained through support of them shall be kept strictly confidential.

## **Support for Students with Disabilities**

As a graduate school of management that aims to develop visionary leaders who create and innovate societies in Japan and the world, GLOBIS University strives to accept a diverse range of talented individuals while maintaining mutual understanding and respect, as well as an environment that encourages creativity and change.

### ◆ Support Policy

The Basic Policy to Support Students with Disabilities can be found here:

<https://mba.globis.ac.jp/about/outline/pdf/shougaishien.pdf>

### ◆ GLOBIS Support Implementation Process for Students with Disabilities

1. Students seeking consideration shall contact the Office of Support for Students with Disabilities.
2. The student seeking consideration shall schedule a consultation to discuss specific needs and submit any necessary documents.
3. The Management Committee or Executive Committee of GLOBIS University shall decide on the specific details of support.
4. Based on the above decision, support shall be implemented.



#### ◆Inquiries and Consultation

Office of Support for Students with Disabilities, Graduate School of Management,

GLOBIS University: [globis-osd@globis.ac.jp](mailto:globis-osd@globis.ac.jp)

#### ◆Disability Support (Examples)

Classes at GLOBIS University are conducted mainly in the form of interactive discussions. The aim is to equip students with practical business skills, rather than mere knowledge acquisition.

<https://www.globis.ac.jp/about/differences/application/>

After a decision is made to accommodate a student with disabilities, GLOBIS University shall implement the necessary support, taking into consideration the student's needs and the characteristics of the course.

#### ◆Support in Class

##### General Accommodations

- Communication of needs to the faculty member in charge; request for consideration
- Permission to use any necessary special equipment; rental of said equipment from GLOBIS University
- Permission for any necessary support staff to attend classes

##### Hearing Impairment Accommodations

- Adjusted seating arrangements

##### Visual Impairment Accommodations



- Adjusted seating arrangements
- Mobility support

#### Physical Impairment Accommodations

- Arrangements to use reserved parking
- Mobility support

#### Developmental and/or Mental Disability Accommodations

- Adjusted seating arrangements

#### Chronic Illness and/or Other Disability Accommodations

- Arrangements to use reserved parking
- Mobility Support
- Emergency response