Level	Sector	Subcategories/Streams	Key Components	Relevant Ministries/Departments	Inputs by stakeholders 5 points for each subcategory or key components
Broad Sector	**Public Services**	- Education - Healthcare - Transportation - Government Services -Roads and infrastructure	- Universal design principles - Digital accessibility standards - Physical accessibility requirements - Training and capacity building - Monitoring and enforcement	- Ministry of Education - Ministry of Health and Family Welfare - Ministry of Road Transport and Highways - Department of Administrative Reforms and Public Grievances - Ministry of Civil Aviation	1 free education to be implemented 2 Individualized education Program 3 to organize camps for locomotive,intellectual disability 4UDID 5 writing table and counter in hospitals 6 accessible camps during emergencies psyo-social support during emergencies Identification of persons with new injuries/disabilities through health surveillance Data base and mapping during emergencies Public toilets have to be accessible for disabled individuals The roads in general need to be even as a basic requirement, not only for the disabled but from the perspective of prevention of disabilities. The dug-up roads, less prominent signages should be replaced by a decently functional infrastructure. 1.awareness and accessibility to understand UDID certification 2.UDID to be linked with UDISE and Aadhar 3.Documentation of Services (Remediation provided by school to be made Mandatory) 7. **Holistic Accessibility Audits:** A comprehensive accessibility audit must be conducted across public spaces, transportation hubs, healthcare centers, educational institutions, and workplaces. These audits should : ● Evaluate physical, sensory, and communication accessibility. ● Address the specific needs of invisible disabilities, including chronic illnesses, neurodiverse conditions, and psychosocial disabilities.

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					• Involve disability advocacy organizations and individuals with lived experiences to ensure the findings reflect real challenges. 8. Under SIPDA, it must be made **mandatory to train frontline staff across public and private sectors**, including healthcare institutes, hospitals, employment sector and service centers, on the needs of persons with **invisible disabilities.** This includes understanding and recognizing conditions that are not outwardly visible.
Specific Sector	**Education**	- Primary - Secondary - Higher Education - Vocational Training	- Inclusive curriculum - Assistive technologies in classrooms - Accessibility audits of facilities - Teacher training	- Ministry of Education Min of Women and Child Tribal affairs ministry - The Disability Department	1.For children with Autism Spectrum Disorder, some children with SLD may be serious about climbing and some others may wander off and sometimes get lost so there should be grills or other preventive arrangements on windows and walls 2.The level of difficulty of both language and content for children with I.D. needs to be adapted to the level the children are exposed to. 3. It is not safe to use high sections due to slippery slope or friction in school during the year. 4. Emergency evacuation in school and hostel. 5 Availability and training in screen-reading and scanning software should be done 1.Schools to be made responsible for child's academic performance 2.UDID to be linked with UDISE and Aadhar

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					3.Documentation of Services (Remediation provided by school to be made Mandatory)
	Healthcare	- Hospitals - Clinics - Telemedicine	- Accessible medical devices - Communication support for persons with disabilities - Inclusive healthcare policies	- Ministry of Health and Family Welfare	1. The pharmacy counter should have an accessible path to approach. 2. Manpower trained in accessibility. 3. Amenities like toilets,bathroom,changing room should be working properly' 4. Main entrance should be broad and clearly visible. 5. Reception counters and service windows should be accessible. 6. during disasters health services at home 7. **Incorporate mandatory training on invisible disabilities into the curriculum for medical and healthcare students**: As highlighted by initiatives at Harvard Medical School, understanding and accommodating invisible disabilities in medical training can improve patient care. This approach will equip future healthcare professionals with the necessary skills to recognize and address the needs of patients with invisible disabilities. DEPWD with the Ministry of Health and Family Welfare, in collaboration with medical education boards, should mandate training on recognizing and accommodating invisible disabilities within medical and allied health curricula. This training, as a part of SIPDA will ensure a more empathetic and effective healthcare workforce, further facilitating the **disability certification effectively.**

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	Transportation	- Urban transit - Aviation - Railways - Maritime	- Barrier-free infrastructure - Accessible ticketing systems - Real-time assistance protocols	- Ministry of Road Transport and Highways - Ministry of Civil Aviation - Ministry of Railways - Ministry of Ports, Shipping and Waterways	1 low floor buses. 2 upgraded wheelchairs. 3 separate ticket counters. 4 online/digitalization should be encouraged. 5 there should be a prior listings of disabled persons before there scheduled transportation. during emergencies accessible transportation in evacuation elevated platforms near trains where disable compartments stops will help disabled individuals to get on to and down the trains in train stations. This does not require rocket science to builds. Just few Bricks and Cement is needed to build elevated platforms. 1. school buses need to be modified to have a folding ramp to get in a wheelchair. **<u>Accessible and Sensory- Inclusive Transportation Systems/hubs</u>** ● Accessibility and sensory inclusivity must be prioritized at all airports and transportation hubs. The Sunflower Lanyard initiative, which is currently limited to Delhi, Hyderabad, and Bangalore airports, should be expanded nationwide. Strict adherence to this initiative must include staff training to recognize the Sunflower Lanyard and provide appropriate, empathetic support. Despite the initiative, untrained staff have caused discomfort and confusion for passengers with invisible disabilities. A recent case filed with the CCPD against Air India highlights the urgency of this matter.

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					● Digital Integration: Accessibility services should be digitized and integrated with existing platforms such as the DigiYatra app, enabling passengers to register their needs in advance and ensure seamless support.
	Government Services	- Legal aid - Public safety - Online services	- Accessible websites and apps (WCAG compliance) - Plain language in documents - Sign language and Braille services	- Department of Justice - Ministry of Home Affairs - Ministry of Electronics and Information Technology	legal advice should be free and ease of doing through smart phones and devices Offices should be made accessible with ramps,grab bars, wheelchairs and lifts, appropriate signages to avoid mistakes in finding the right department, toilets etc. The self help kiosks should have audio input,output option for the visually impaired, places at a height accessible to a person sitting on a wheelchair. Option to use a power wheelchair provided at the office, within the office campus to get the work done independently for a wheelchair used otherwise fit to perform the activities. 1. Have free centers that provide information and help in certification for Special Needs person
Broad Sector	**Private Sector**	- Retail - Banking - Hospitality - Employment	- Workplace accommodations - Accessible service counters - Inclusive hiring practices - Accessible payment systems	- Ministry of Commerce and Industry - Ministry of Finance - Ministry of Labour and Employment	1. staff should be there to attend disabled pesons. 2 online banking option. 3 startup option ,jobs,canteen business options,print and photocopying machines should be provided. 1. make it mandatory for private sector to partner government in awareness camps 2. Support Government schools with support in remediation for LD students and conduct career guidance camps 3. support skill building programs

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					4. **Enforcement of Equal Opportunity Policy (EOP) in all the private establishments** as per RPWD Act 2016: Many private organizations lack an EOP, creating barriers for people with disabilities, particularly invisible disabilities, due to fear of disclosure and challenges in seeking reasonable accommodations. Private establishments shall be required to establish an EOP and **submit regular compliance reports to the DEPwD.** Training programs for Human Resources and managerial staff on the importance of DEI and reasonable accommodations for invisible disabilities should be mandated. To ensure accurate data on organizations with Equal Opportunity Policies, DEPwD should maintain a **comprehensive database.** To facilitate this, DEPwD can **collaborate with NGOs, training & skilling centres such as CRCs and placement agencies focused on the employment of Persons with Disabilities** (PwDs), leveraging their expertise and networks to gather and verify this information effectively.
Specific Sector	**Banking**	- Online Banking - ATMs - Loan Services	- Accessible ATMs with tactile keypads - Screen reader-compatible apps - Staff training in disability etiquette	- Ministry of Finance	1. separate counters and wheelchair arrangement separate attender 2. during emergencies banking at home. 3. All ATMs have to be accessible to get cash for disabled individuals. 4. Option of mobile banking to be more user friendly and should be widely used. 5. Availability of call center help to guide people with challenges to complete their banking tasks with no risk but independently.

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					1. Provide the family financial guidance and have some investment schemes with more benefit
	Hospitality	- Hotels - Restaurants - Event Venues	- Accessible entrances and rooms - Menu formats (Braille/audio) - Staff disability-awareness training	- Ministry of Tourism	1. ramps should be provided for movement sos alarm should be given for any help because of loud noise. separate attendant for there needs 2. Recreational activities can be thoughtfully designed. 1. Ministry of tourism can help in awareness campaign, display boards with information on nuro-divergent persons 2. Create a sensory Garden for children with Autism
Broad Sector	**Civil Infrastructure**	- Housing - Urban Planning	- Universal design in buildings - Accessible sidewalks and transport hubs - Disaster resilience	- Ministry of Housing and Urban Affairs - Ministry of Rural Development	Housing schemes for differently abled persons Foot paths have to be accessible to disable individuals to commute on wheelchairs and walking sticks for Visually impaired. every panchyat ghar should have rampage, slip resistant pathways subsidy in buying brick,cement,etc.. post emergencies housing accessible Overall quality of the roads along with some public awareness campaigns and courtesy rules to allow disabled to cross the road first. Can have selected points for the crossing which have the button to operate the signal request for people to understand and give way to the disabled. 1. Create spaces which have less sensory overload (quiet Spaces) 2. Sensory Garden

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					3. Help in awareness by displaying boards of embracing Nurodiversity
Specific Sector	**Housing**	- Affordable Housing - Senior Living	- Adaptive housing units - Accessible rental policies - Universal housing design guidelines	- Ministry of Housing and Urban Affairs	Housing schemes for differently abled persons every panchyat ghar should have rampage, slip resistant pathways subsidy in buying brick,cement,etc.. during emergencies accessible temporary housing post emergencies access to housing Build more institutes for the safety of the disabled with easy access and work place adjacent to the premises so that work opportunities can be provided by the private sector for work to be carried out from that location but in a more formal environment than the residential facility. Community living for the disabled can be promoted and facilitated as providing accessibility and facility to the particular area is easier than changing the whole country scenario in one go. However there should be no intent of isolating them, and inclusion still is of utmost priority.
	Urban Planning	- Parks - Public Facilities - Roads	- Accessible pedestrian pathways - Signage with tactile	- Ministry of Housing and Urban Affairs	1. anti-slipage path in gardens 2. Ensure all emergency evacuation protocols in public spaces and transport hubs include provisions for persons with

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			and audio options - Emergency access points	- Ministry of Road Transport and Highways	invisible disabilities, such as alternative alarm systems (vibratory or visual), personalized assistance, and accessible exits.
Broad Sector	**Information & Broadcasting**	- Television - Radio - Online Media	- Closed captioning - Sign language interpretation - Accessible web content	- Ministry of Information and Broadcasting	subsidies in mobile,television recharge during emergencies accessible warnings, information available services accessible helplines during emergencies Help in awareness
Specific Sector	**Television**	- News Channels - Entertainment Channels	- Subtitling - Audio descriptions - Accessible remote controls	- Ministry of Information and Broadcasting	subsidies in t.v recharges during emergencies use of sign language, braille and easy read messages
	Online Media	- News Websites - Streaming Services	- WCAG compliance - Keyboard navigability - Text-to-speech options	- Ministry of Electronics and Information Technology	accessible messages on services available
Broad Sector	**Agriculture & Rural Development**	- Farming - Rural Employment Schemes	- Accessible farming equipment - Inclusive training programs - Accessible rural infrastructure	- Ministry of Agriculture and Farmers Welfare - Ministry of Rural Development	1. Introducing per minute wages for people with disabilities to offer them location, time and financial freedom. 2. Using Agriculture laws for per crop consultation using people with disabilities to improve profits and work ethics 3. access emergncy/disaster destruction state assistance . 1. Conduct skill based courses and handicrafts
Specific Sector	**Farming**	- Crop Production - Animal Husbandry	- Ergonomic tools - Accessible information	- Ministry of Agriculture and Farmers Welfare	1. Introducing cabbage, cucumber, tomato, mushroom and brocolli at reasonable prices for mentally challenged people.

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			dissemination - Support for farmers with disabilities		2. Teaching landscaping and modern farming using GPS to mentally challenged. 3. post emergency compensation 4. Conduct skill based courses
	Rural Employment Schemes	- MGNREGA - Skill Development Programs	- Inclusive participation policies - Accessible work sites - Training in diverse formats	- Ministry of Rural Development - Ministry of Skill Development and Entrepreneurship	1. Future proof skill development for mentally challenged. 2. Job ready skill development for mentally challenged. 3. Ayurvedic home care for mentally challenged through Harsham project, utilizing professionals for alternative healing. Conduct career Mela
Broad Sector	**Defence & Security**	- Armed Forces - Police Services	- Accessible facilities - Inclusive recruitment policies - Support for veterans with disabilities	- Ministry of Defence - Ministry of Home Affairs	1. Mentally challenged should be given access to territorial army. 2. during emergencies inclusive services 3. Conduct residential camps for students to understand army life and discipline
Specific Sector	**Armed Forces**	- Army - Navy - Air Force	- Accessible training facilities - Supportive equipment - Rehabilitation programs	- Ministry of Defence	1. Mentally challenged can support with creativity and Innovations in Armed forces.
	Police Services	- State Police - Central Armed Police Forces	- Accessible police stations - Training in handling cases involving persons with disabilities	- Ministry of Home Affairs	1. Special duty for mentally ill to support police, Intelligence, Vigilance, Research and Analysis Wing, Defence Analysis wing to support national security both international and domestic. 2. Sensitising the police force 3. Encouraging reporting of injustice done with PWDs/students with disabilities

Level	Sector	Subcategories/Streams	Key Components	Relevant Ministries/Departments	Inputs by stakeholders 5 points for each subcategory or key components
			- Inclusive community programs		4. Spreading Awareness that they support the neurodivergent.