

- 1 (a) the rights, respect and dignity of persons with disabilities,
2 (b) the capabilities, achievements and contributions of persons with
3 disabilities to the society.

4 PART III - ACCESSIBILITY OF PHYSICAL STRUCTURES

Right of access
to public premises,
etc.

- 5 3. A person with disabilities shall have the right to access the physical
6 environment and buildings on an equal basis with others.

Accessibility aids
in public building

- 7 4. A public building shall be constructed with the necessary
8 accessibility aids such as lifts (where necessary), ramps and any other facility
9 that shall make them accessible and usable to in persons with disability.

Accessibility to
roads and
sidewalk

- 10 5. Road side-walk, pedestrian crossing and all other facilities made
11 for public use shall be made accessible to and useable by persons with
12 disabilities including those on wheelchairs and the visually impaired.

Transitory period

- 13 6. From the date of the commencement of this Bill, there shall be a
14 transitory period of 5 years within which all public buildings and structures,
15 whether immovable, movable or automobile, which were inaccessible to
16 persons with disability shall be modified to be accessible to and usable by
17 persons with disability including those on wheelchairs.

Building plan

- 18 7.-(1) Before erecting any public structure, its plan shall be
19 scrutinised by the relevant authority to ensure that the plan conforms with the
20 building code.

- 21 (2) No government or government agency, or body or individual
22 responsible for the approval of building plans shall approve the plan of a public
23 building if the plan does not make provision for accessibility facilities in line
24 with building code.

Penalty

- 25 (3) Any officer or officers who approve(s) or direct(s) the approval of
26 a building plan that contravenes the building code shall be liable to a fine of a
27 minimum of N1,000,000 or two years imprisonment or to both such fine and
28 imprisonment.

Complaint of
inaccessibility

- 29 8.-(1) Subject to section 7 in the event of existence of a state of
30 inaccessibility or barrier to access of a person with disability to the

1 environment that he or she has a right or duty to access, he may, without
2 prejudice to his or her right to seek redress in court. notify the relevant
3 authority in charge of the environment of the existence of the state of
4 inaccessibility or barrier to accessibility of the environment, and it shall be
5 the duty of the relevant authority in charge to take immediate and necessary
6 steps to remove the barrier and make the environment accessible to the
7 person with disability.

8 (2) If the relevant authority in charge receives the notice in
9 subsection (1) of this section but fails to comply, shall be liable to:

10 (a) if a corporate body, N10,000 damages payable to the affected
11 person for each day of default; or

12 (b) if an individual, N5,000 damages payable to the affected person
13 each day of default or 6 months imprisonment or both.

14 PART IV - ROAD TRANSPORTATION

15 9. It is unlawful for a person (the provider) who (whether for
16 payment or not) provides goods or services, or makes facilities available, to
17 discriminate against another person with disability:

Goods, services
and facilities

18 (a) by refusing to provide those goods or services or make those
19 facilities available to him;

20 (b) on such terms or conditions on which the provider provides
21 those goods or services or makes those facilities available to him; or

22 (c) in a manner in which the provider provides those goods or
23 services or makes those facilities available to him.

24 10.-(1) Government Transport services providers shall make
25 provisions for lifts, ramps and other accessibility aids to enhance the
26 accessibility of their vehicles, parks and bus-stop to persons with disabilities
27 including those on wheel chairs.

Accessibility of
vehicles

28 (2) Every public vehicle should have functional audible and visual
29 display of their destination within 5 years from the commencement of this
30 Bill.

Waiver of charges on assistive	1	11. Wheelchairs, crutches, guide canes (for blind), braces and any
	2	other mobility aid and appliance or assistive devices used by a person with
	3	disability shall not be subject to charges, provided they are not carried in
	4	commercial quantities and for commercial purposes.
Reserved spaces	5	12. -(1) At public parking lots, suitable spaces shall be properly
	6	marked and reserved for persons with disabilities.
	7	(2) For a person with disability to be entitled to the use of the reserved
	8	space in subsection (1) of this section, his car shall have been properly
	9	identified with the necessary insignia.
	10	(3) A person, organisation or corporate body in control of a public
	11	parking lot who fails to provide for the reserved spaces in subsection (1) of this
	12	section commits an offence and is liable on conviction to a fine of N1,000 for
	13	each day of default.
	14	(4) A person without disability who parks a vehicle in the reserved
	15	space in subsection (1) of this section commits an offence and is liable on
	16	conviction to a fine of N5,000.
	17	(5) A person who unlawfully obstructs the reserved space in
	18	subsection (1) of this section commits an offence and is liable on conviction to
	19	a fine of N5,000.
	20	(6) Subsection (4) of this section does not apply if a person with
	21	disability is a passenger in the vehicle.
	22	PART V - SEAPORTS AND RAILWAYS
Seaports and railways	23	13. -(1) Seaports and facilities therein as well as vessel shall be made
	24	accessible to person with disabilities.
	25	(2) Railway stations, trains and facilities therein shall be made
	26	accessible to persons with disabilities.
Transitory period for railways and seaports	27	14. The provisions of section 14 shall be subjected to the transitory
	28	provision contained in Section (8).

1 PART VI - AIRPORT FACILITIES

2 15.-(1) All airlines operating in Nigeria shall:

Assistive service
and airline3 (a) ensure the accessibility of their aircraft to persons with
4 disabilities;5 (b) make available presentable and functional wheelchairs for the
6 conveyance of persons with disabilities who need it to and from the aircraft;7 (c) ensure that persons with disabilities are assisted to get on and
8 off board in safety and reasonable comfort;9 (d) ensure that persons with disabilities are accorded priority while
10 boarding and disembarking from the aircraft.11 (2) All airports shall make available for the conveyance of persons
12 with disabilities who need it to and from the aircraft, a presentable and
13 functional assistive and protective device.14 16. Any general information shall be translated into the accessible
15 format appropriate to the person with disability present.Special safety
briefing of
person with
disabilities16 PART VII - RIGHT TO FIRST CONSIDERATION IN QUEUES AND IN
17 EMERGENCIES18 17. In all situations of risk, including situations of violence,
19 emergencies and the occurrences of natural disasters:Situation of risk
and humanitarian
emergencies20 (a) government shall take all necessary steps to ensure the safety
21 and protection of persons with disabilities taking cognisance of their
22 peculiar vulnerability.23 18.-(1) In queues, persons with disabilities shall be given first
24 consideration, and as much as possible should be attended to outside the
25 queue.

Service of queues

26 (2) Any person in breach of this section shall be liable on
27 conviction to 6 months imprisonment or fine of N50,000.00 or both.

Penalty

28 PART VIII – LIBERTY

29 19.-(1) No person shall:

30 (a) Employ, use or involve a person with disability in begging;

Prohibition of use
of person with
disabilities in
soliciting for
aims and penalty

1 (b) parade persons with disabilities in public with intention of
2 soliciting alms;

3 (c) use condition of disability as a guise for the purpose of begging in
4 public.

5 (2) A person who contravenes subsection (1) of this section commits
6 an offence and is liable on conviction to 6 months imprisonment or a fine of
7 N100,000 or both.

8 PART IX - COMMUNAL LIFE

Freedom of
movement

9 **20.** Persons with disabilities shall have the liberty of movement
10 within or out of the Country and freedom to choose their residence on an equal
11 basis with others.

Prohibition of
segregation

12 **21.** Except on medical grounds or in accordance with the provisions
13 of the Constitution of the Federal Republic of Nigeria, a person with disability
14 shall not be isolated or segregated from the community or compelled to live in a
15 particular area.

Right to free
education

16 **22.**-(1) Every person with disability shall have an unfettered right to
17 education without discrimination or segregation in any form.

18 (2) Persons with disability shall be entitled to free education for
19 secondary school level. The Commission shall provide educational assistive
20 devices.

Inclusiveness
of education

21 **23.**-(1) All public schools, whether primary, secondary or tertiary
22 shall be run to be inclusive of and accessible to persons with disabilities,
23 accordingly every school shall have:

24 (a) at least a trained personnel to cater for the educational
25 development of persons with disabilities;

26 (b) special facilities for the effective education of persons with
27 disabilities.

28 (2) Braille, sign language and other skills for communicating with
29 person with disabilities shall form part of the curricula of primary, secondary
30 and tertiary institutions.

1	24. The education of special education personnel shall be highly	Free education for special education personnel
2	subsidized.	
3	25. Government shall ensure that the education of persons with	Appropriate mode of education for persons with disabilities
4	disabilities, particularly children, who are blind, deaf or with multiple	
5	disabilities, is delivered in the most appropriate languages and modes and	
6	means of communication for the individual, and in environments which	
7	maximizes academic and social development.	
8	26. -(1) Government shall guarantee that persons with disabilities	Free healthcare
9	have unfettered access to adequate health care without discrimination on the	
10	basis of disability.	
11	(2) A person with mental disability shall be entitled to free medical	
12	and health service in all public health institutions.	
13	27. -(1) Every person with disability shall obtain a Permanent	Certificate of disability
14	Certificate of disability from the Commission.	
15	(2) Where a doctor suspects disability in the course of treatment of	
16	a person who hitherto was not a person with disability, the Doctor may with	
17	the approval of the Commission issue a Temporary Certificate of Disability	
18	which shall last for not longer than 180 days.	
19	(3) If the state of disability persists beyond 180 days, the	
20	Commission on the recommendation of a doctor shall issue the person a	
21	Permanent Certificate of Disability, which shall last as long as the state of	
22	the disability persists.	
23	(4) Any person issued with a Permanent Certificate of Disability,	
24	shall be entitled to all rights and privileges in this Bill.	
25	(5) Any person who unlawfully issues or unlawfully obtains	Unlawful procurement of certificate of disability
26	certificate of disability shall be liable to a fine of N200,000.00 or 1 year	
27	imprisonment or both.	
28	28. Any public hospital where a person with communicational	Provision of special communication at hospitals
29	disabilities is medically attended to shall ensure provision for special	
30	communication.	

Equal right to
work

1 **29.**-(1) Persons with disabilities shall have the right to work, on an
2 equal basis with others; this includes the right to opportunity to gain a living by
3 work freely chosen or accepted in a labour market and work environment that is
4 open.

5 (2) A person in breach of this section shall be liable on conviction to
6 nominal damages of a minimum of N250,000.00 payable to the affected person
7 with disability.

8 (3) Where a company is in breach of this section:

9 (a) the company shall be liable to nominal damages of a minimum of
10 N500,000 payable to the affected person with disability; and

11 (b) any principal officer of the company involved in the violation
12 shall be liable to N50,000 damages payable to the affected person with
13 disability.

Job security

14 **30.** All employers of labour in public organisation shall as much as
15 possible have person with disabilities constituting at least 5% of their
16 employment.

17 PART XII - ADEQUATE STANDARD OF LIVING AND SOCIAL PROTECTION

Accommodation

18 **31.** Where accommodation is being provided by schools for their
19 students, employers for their employees, service providers for their customers,
20 organisations for their members, government for the people and in any other
21 circumstance whatsoever, persons with disabilities shall be given first
22 consideration.

23 PART XIII - PARTICIPATION IN POLITICS AND PUBLIC LIFE

Participation in
politics

24 **32.**-(1) Persons with disabilities shall be encouraged to fully
25 participate in politics and public life.

26 (2) Government shall actively promote an environment in which
27 persons with disabilities can effectively and fully participate in:

28 (a) the conduct of public affairs without discrimination;

29 (b) Non-governmental organizations and associations concerned
30 with the public and political life of the country; and

1 (c) activities and administration of political parties.

2 PART XIV - ESTABLISHMENT OF THE COMMISSION

3 33.-(1) There is established a body to be known as the National
4 Commission for persons with disability (in this Bill referred to as "the
5 Commission") to be placed under the Presidency.

National
Commission

6 34.-(1) There is established a Governing Council for the
7 Commission (in this Bill referred to as the "the Council") which shall
8 conduct the affairs of the Commission.

Membership of
Governing Board

9 (2) The Council shall consists of:

10 (a) a full time Chairman;

11 (b) representatives from the Nigeria geopolitical zones who shall
12 be persons with disability;

13 (c) a representative each from:

14 (i) Federal Ministry of Education;

15 (ii) Federal Ministry of Health;

16 (iii) Federal Ministry of Sports;

17 (iv) Federal Ministry of Women Affairs;

18 (v) Federal Ministry of Housing;

19 (vi) Federal Ministry of Transport;

20 (vii) Federal Ministry of Environment;

21 (viii) Federal Ministry of Labour and Productivity;

22 (ix) Federal Ministry of Justice;

23 (x) National Human Rights Commission and the National
24 Planning Commission; and

25 (xi) 1 person from each geopolitical zone.

26 (3) The Chairman of the Council and representatives of the Nigeria
27 geopolitical zones shall be appointed by the President subject to the
28 confirmation of the Senate.

29 (4) The Chairman and other members of the Council shall be
30 persons of proven integrity, honour and ability with genuine concern for an

1 interest in the protection and integration of persons with disability.

Proceeding of
Council

2 **35.** The supplementary provisions set out in the schedule to this bill
3 shall have effect with respect to the proceeding of the Council and the other
4 matter contained therein.

Tenure of office

5 **36.** Subject to section 37 of this Act, the Chairman and members of
6 the Council shall each hold office:

7 (a) for a term of 4 years and may be re-appointed for a further term of 4
8 years and no more; and

9 (b) on such terms and conditions as may be specified in his letter of
10 appointment.

Cessation of
office

11 **37.-(1)** A person shall cease to hold office as a member of the Council
12 on the occurrences of any of the following:

13 (a) if he becomes bankrupt; or compounds with his creditors; or

14 (b) he is convicted of a felony or any offence involving dishonesty or
15 fraud; or

16 (c) he is disqualified of his professional qualification;

17 (d) he is guilty of a serious misconduct in relation to his duties;

18 (e) he resigns his appointment by a letter addressed to the President.

19 (2) Where a member of the Council ceases to hold office for any
20 reason whatsoever before the expiration of the term for which he is appointed,
21 another person representing the same interest as that member shall be
22 appointed to the Council for the unexpired term.

23 (3) A member of the council may be removed by the president on the
24 recommendation of council if he is satisfied that it is not in the interest of the
25 commission or the interest of the public that the member continue in office.

Allowances of
members

26 **38.** Members of the Council shall be paid allowances and expenses as
27 the Government may direct from time to time.

Power of the
Council

28 **39.** The Council shall have power to:

29 (a) manage and superintend over the affairs of the Commission;

30 (b) make rules and regulations for the effective running of the

1 Commission;

2 (c) employ the staff of the Commission on such remuneration or
3 allowance as payable to persons in similar organisation in the Country;

4 (d) enter into such contract as may be necessary or expedient for
5 the discharge of its function and ensure efficient performance of the
6 functions of the Commission; and

7 (e) receive, disburse and account for funds of the Commission.

8 PART XV - FUNCTIONS AND POWERS OF THE COMMISSION

9 **40.** The functions of the Commission shall be:

Functions of the
Commission

10 (a) to formulate and implement policies and guidelines as
11 appropriate for the education and social development of persons with
12 disability;

13 (b) to prepare schemes designed to promote social welfare of
14 person with disability and the estimate of cost of implementing such
15 schemes;

16 (c) to promote and uplift the general social well-being of persons
17 with disability by encouraging the public to change their attitude toward
18 person with disability;

19 (d) to make available not less than 5% of the work force to qualified
20 persons with disability;

21 (e) to enlighten the public and encourage persons with disability;

22 (f) to collect data and records on special education of persons with
23 disabilities, which shall be a regular exercise so that the persons with
24 disability are identified, and enumerated for planning and treatment;

25 (g) to ensure that all facilities in each community all over the
26 federation shall be built or modified (where and when feasible) to
27 accommodate the special need of persons with disabilities;

28 (h) to ensure the monitoring, evaluation and realisation of
29 government policy objectives on persons with disabilities;

30 (i) to facilitate the procurement of scholarship awards for persons

- 1 with disabilities up to university level;
- 2 (j) establishing and promoting inclusive schools, vocational and
- 3 rehabilitation centres for the development of persons with disabilities;
- 4 (k) liaising with the public and private sectors as well as other bodies
- 5 to ensure that the peculiar interests of person with disabilities are taken into
- 6 consideration in every government policy, programme and activity;
- 7 (l) issue insignia of identification of persons with disabilities;
- 8 (m) enforcement of compliance of public buildings codes and
- 9 imposing necessary sanctions and make appropriate orders;
- 10 (n) receiving of complaints of persons with disabilities on the
- 11 violation of their rights:
- 12 (o) support an individual's right to seek redress in court, investigation,
- 13 prosecution or sanctioning (in appropriate cases) the violation of the provision
- 14 of this Bill;
- 15 (p) ensuring research development and education on disability issues
- 16 and disable persons;
- 17 (q) to collaborate with the media to make information available in
- 18 accessible format for person with disabilities;
- 19 (r) procuring of assistive devices for all disability types.

Powers of the
Commission

- 20 **41.-(1)** The Commission has power to do any lawful thing, which will
 - 21 facilitate carrying out of its functions and in particular may:
 - 22 (a) sue and be sued in its corporate names;
 - 23 (b) acquire, hold and manage movable and immovable property;
 - 24 (c) enter into contract for the education and welfare of persons with
 - 25 disability;
 - 26 (d) purchase or acquire any assets, business or property considered
 - 27 necessary or the proper conduct of its functions;
 - 28 (e) sell, let, lease or dispose of any of its property;
 - 29 (f) undertake or sponsor research where necessary for the
 - 30 performance of its functions; and
-

1 (g) train managerial, technical or other category of staff for the
2 purpose of running the affairs of the Commission.

3 (2) The power conferred on the Commission may be exercised by it
4 or through any of its employees or agent authorised in that behalf by the
5 Commission.

6 (3) The Commission shall not be subjected to direction, control or
7 suspension by any other authority or person in the performance of its
8 function under this bill other than the President.

9 PART XVI - APPOINTMENT AND DUTIES OF THE EXECUTIVE

10 SECRETARY AND OTHER STAFF

11 42.-(1) There shall be an Executive Secretary.

Appointment and
duties of the
Executive

12 (2) The Executive Secretary shall:

Secretary of the
Commission

13 (a) have such qualification and experience as appropriate for a
14 person required to perform the functions of that office; and

15 (b) be responsible to the council for the execution of the policies
16 and the administration of the daily affairs of the Commission.

17 43. The Executive Secretary may resign his office by writing under
18 his hand to the President.

Resignation of
the Executive
Secretary

19 44. The Council shall appoint for the Commission such number of
20 employees as may in the opinion of the Council be expedient and necessary
21 for the proper and efficient performance of the function of the Commission.

Staff of the
Commission and
their remuneration

22 45.-(1) The Council shall have power to appoint for the
23 Commission either directly or by secondment from any public service in the
24 federation, such number of employees as may, in the opinion of the Council
25 be required to assist the Commission in the discharge of any of its function
26 under this Bill.

Appointment,
secondment from
Public Service

27 (2) The person seconded under this section may elect to be
28 transferred to the service of the commission, and any previous service he
29 may have rendered in the public service shall count as service to the

1 Commission for the purpose of any pension subsequently payable by the
2 Commission.

The structure of
the Commission

3 46. There shall be established in the head office of the Commission,
4 such department as may be deemed necessary for the effective and efficient
5 functioning of the Commission.

Pension and
Gratuity

6 47. The staff of the Commission shall be entitled to pension, gratuity,
7 and any other retirement benefit in accordance with the Pension Reform Act.

Funds of the
Commission

8 48.-(1) The Commission shall establish and maintain a fund herein
9 referred to as a Fund into which money accruable to the Commission shall be
10 paid and from which all the activities of the Commission shall be funded.

11 (2) The funds of the Commission shall be disbursed according to the
12 approved formula.

13 (3) The Council shall cause the account of the Commission to be
14 audited quarterly and shall be externally audited once every year.

Power to
accept gifts

15 49.-(1) The Commission may accept gift of land, money or other
16 property on such terms and conditions, if any, as may be specified by the person
17 or organisation making the gift, provided such terms and conditions are not
18 inconsistent with any prevailing law.

19 (2) The Commission shall not accept any gift if the conditions
20 attached are inconsistent with the functions of the Commission under this Bill.

Power to borrow

21 50. The Commission may, from time to time borrow such sums as it
22 may require to execute or complete some special projects of the Commission.

Annual estimate
and expenditure

23 51.-(1) Cause to be kept accounts and records of transaction and
24 affairs of the Commission and ensure that all payments out of its moneys are
25 currently made and properly authorised.

26 (2) Ensure that adequate control is maintained over the assets of, or in
27 the custody of, the Commission and over its incurring of liabilities.

Audit

28 52.-(1) The Auditor-General of the Federation shall:

29 (a) inspect and audit the account and records of financial transactions
30 of the Commission;

1 (b) inspect records relating to assets of the Commission; and

2 (c) draw the attention of the Secretary to the Government of the
3 Federation to any irregularities disclosed by the inspection and audit.

4 (2) The Auditor-General may dispense with all or any part of
5 detailed inspection and audit of any account or record referred to in
6 subsection (1).

7 (3) The Auditor or an officer authorised by him is entitled at all
8 reasonable time to a full and free access to all account records, documents
9 and papers of the Commission relating directly or indirectly to the receipt or
10 payment of money by the Commission or to the acquisition received,
11 custody or disposal of assets by the Commission.

12 **53.** The Commission shall submit to the Presidency through the
13 Secretary to the Government of the Federation not later than 30th June, of
14 each financial year and it shall include the copy of audited accounts of the
15 commission of that year and a copy of Auditors report on it.

Annual report

16 **54.** The Commission may subject to the Land Use Act acquire any
17 land for the purpose of discharging its functions.

Power to acquire
Land Cap. 202
LFN

18 **PART XVII - MISCELLANEOUS PROVISIONS**

19 **55.** A notice, summons or other documents required or authorised
20 to be served upon the Commission under the provisions of this Bill or any
21 other law or enactment may be served by delivering it to the Executive
22 Secretary or by sending it by registered post and address it to the Executive
23 Secretary at the principal office of the Commission.

Service of
documents

24 **56.** Any such money which may be the judgement of any court
25 awarded against the Commission shall be paid from the general reserved
26 fund of the Commission.

Payment of
Judgement

27 **57.** A member of the Council, the Executive Secretary, any officer
28 or employee of the Commission shall be indemnified against any
29 proceeding, whether civil or criminal, in which judgment is given in his
30 favour or in which is acquitted, if any such proceeding is brought against

Indemnity of
officers

1 him in his capacity as a member of the Council, the Executive, officer or the
2 employee of the Commission.

engagement of
professional
other than staff

3 58. The Executive Secretary may with the approval of the Governing
4 Council engage persons with relevant knowledge to the function of the
5 Commission to assist otherwise than on the basis of full time employment.

Regulations

6 59. The governing council may make regulations for the purpose of
7 carrying out or giving full effect to the provisions of the Bill.

Waivers of
proof of special
damages

8 60.-(1) To be entitled to the damages specifically provided in this Bill,
9 it shall be sufficient for a plaintiff or claimant as the case may be, in a court
10 proceeding, to prove the violation of the relevant section of this Bill without
11 specific proof of damages.

12 (2) Nothing in this Bill shall prevent a court from accessing and
13 awarding general and special damages in addition to the normal damages
14 provided for in this Bill.

15 PART XVIII – INTERPRETATION

Interpretation

16 61. In this Act:

17 "Accessibility aid" includes any fixture and device that aids accessibility;

18 "Accommodation" (in the context of housing) include residential or business
19 accommodation;

20 "Assistive Device" means any device that assist, increases or improves the
21 functional capabilities of person with disabilities;

22 "Closed Captioning" is a term describing several systems developed to display
23 text on a television or video screen to provide additional or interpretive
24 information to viewers who wish to access it;

25 "Commission Agent" means the person who does work for another person as
26 the agent of that other person and who is remunerated, whether in whole or in
27 part by the Commission;

28 "Commission" means National Commission for people with Disability;

29 "Disable" means having a disability;

30 "Disability" includes long term physical, mental, intellectual or sensory

1 impairment which in interaction with various barriers may hinder full and
2 effective participation in society on equal basis with others;

3 "Discrimination" means differential treatment and its verbs and infinite
4 form (discriminate, to discriminate) have the corresponding signification;

5 "Document" includes any book register or other record of information,
6 however compiled, record or stored;

7 "Educational Authority" means a body of person(s) administering an
8 education institution;

9 "Educational Institution" means a school college, University or other
10 institution at which education or training is provided;

11 "Employee" includes applicant or prospective employee, Commission
12 agent, contract worker, independent contractor, or person applying to the
13 commission agent, contract worker or independent contractor;

14 "Employer" includes prospective employer, principal and a person who
15 engages or proposes to engage a commission agent, contract worker or
16 independent contractor;

17 "Employer of Labour" means "Employer" as interpreted by the workmen's
18 Compensation Act;

19 "Function" includes duty;

20 "Government employee" means a person who is appointed, employed or
21 engaged in the public service of, or by a public authority of the Federation, a
22 State, the Federal Capital Territory or a Local government, or holds an
23 administrative office;

24 "Person" includes natural, artificial, juristic or judicial persons, companies,
25 enterprises firms, organisations, association, government departments,
26 ministries, parastatals;

27 "Person with Disabilities" means:

28 (a) a person who has received preliminary or permanent certificate
29 of disability to have condition which is expected to continue permanently or
30 for a considerable length of time which can reasonably be expected. to limit

1 the person's functional ability substantially, but not limited to seeing, hearing,
2 thinking, ambulating, climbing, descending, lifting, grasping, rising, and
3 includes any related function or any limitation due to weakness or significantly
4 decreased endurance so that he cannot perform his everyday routine, living and
5 working without significantly increased hardship and vulnerability to
6 everyday obstacles and hazards;

7 (b) a person with long term physical, mental, intellectual or sensory
8 impairment which in interaction with various barriers may hinder their full and
9 effective participation in society on equal basis with others;

10 "President" means President and Commander in Chief of the Armed Forces of
11 the federal Republic of Nigeria;

12 "Premises" include a structure, building, aircraft, vehicle, train or vessel; a
13 place (whether enclosed or built on or not); and a part of any premises;

14 "Principal" means:

15 (a) in relation to Commission agent - a person for whom the
16 Commission agent does work as a Commission agent;

17 (b) in relation to contract worker - a person for whom the contract
18 worker does work under a contract between the employer of the contract
19 worker and the person;

20 "Public Building" means a building owned or used by government or
21 government agency or a building available for the use of members of the
22 public;

23 "Relative" in relation to a person, means a person who is related to the first
24 mentioned person by blood, marriage affinity or adoption;

25 "Subtitles Caption" means caption displayed at the bottom of a movie or
26 television screen that translate or transcribe the dialogue or narrative;

27 "Special Communication" means special means (including sign language
28 augmentative and alternative communication) of communicating with person
29 with speech or hearing disability;

30 "Special Facilities" means any provision whether movable or immovable that

1 will enhance easy access and enjoyment in public buildings by persons with
2 disability; significantly decreased endurance so that he cannot perform his
3 everyday' routine, living and working without significantly increased
4 hardship and vulnerability to everyday obstacles and hazards;

5 "State" means each of the State of the Federation, and includes the Federal
6 Capital Territory;

7 "Student" in relation to an education institution, includes a candidate or
8 applicant for admission into that education institution;

9 "Undue hardship" means significant difficulty or expense, when considered
10 in light of such factor as:

11 (a) the nature and cost of the accommodation needed to take care of
12 a disabled person's special needs;

13 (b) the overall financial resources of the facility or facilities
14 involved in the provision of the reasonable accommodation; the number of
15 persons employed at such facility;

16 (c) the effect on expenses and resources or the impact otherwise of
17 such accommodation upon the operation of the facility;

18 (d) the overall finances of the person or organisation having to deal
19 with person with disability, with the overall size of his or its business with
20 respect to the number of its employees; the number, type, and location of its
21 facilities; and

22 (e) the type of operation or operations of such person or
23 organisation, including the composition, structure and function of his or its
24 workforce; the geographic, separateness, administrative, or fiscal
25 relationship of the facility or facilities in question to such person or
26 organisation.

27 **62.** This Bill may be cited as Discrimination Against Persons with Citation
28 Disabilities (Prohibition) Bill, 2015.

1 SCHEDULES

2 *Section 18 (2)*

3 SPECIAL FACILITIES

4 1. Wheel Chairs: Clear floors or ground space on wheel chairs, Wheel
5 chair passage and turning space

6 2. Crutches, guide canes, etc.

7 3. Hearing Aid

8 4. Curb ramps

9 5. Ramps

10 6. Handrails, grab bars

11 7. Stair-shopping stairs

12 8. Elevators/Lifts

13 9. Windows

14 10. Entrance Doors

15 11. Drinking fountains and water coolers

16 12. Toilet facilities

17 13. Door protective and Re-opening Devices maneuvering entrances
18 at Doors.

19 14. Parking spaces and passenger loading zones

20 15. Accessible routes including walk ways, halls, windows, aisles and
21 spaces.

22 16. Alarm:

23 * Audible Alarms

24 * Visual Alarms

25 * Auxiliary Alarms

26 SUPPLEMENTARY PROVISIONS RELATING TO THE COUNCIL

27 *Proceeding of the Council*

28 1.-(1) Subject to this bill and section 27 of the interpretation Act, the
29 Council may make standing orders regulating its proceeding or those of any of
30 its Committees.

1 (2) The quorum of the Council shall be the Chairman or the person
2 presiding at the meeting and five other members of the Council, one of
3 whom shall be ex-officio member, and the quorum of any committee of the
4 Council shall be as determined by the Council.

5 2.-(1) The Council shall meet whenever it is summoned by the
6 Chairman and if the Chairman is required to do so by notice given to him by
7 not less than 8 other members, he shall summon a meeting of the Council to
8 be held within 14 days from the date on which the notice was given.

9 (2) Where the Council desires to obtain the advice of any person on
10 a particular matter, the Council may co-opt him to the Council for such
11 period as it deems fit, but a person who is in attendance by virtue of this
12 paragraph shall not be entitled to vote at any meeting of the Council and
13 shall not count towards a quorum.

14 3.-(1) the council may appoint one or more Committees to carry
15 out, on behalf of the Council such functions as the Council may determine.

16 (2) A Committee appointed under this paragraph shall consider
17 such number of persons as may be determined by the Council and a person
18 shall hold office in the Committee in accordance with the terms of his
19 appointment.

20 (3) A decision of a Committee of the Council shall be of no effect
21 until its confirmed by the Council.

22 4.-(1) The fixing of the seal of the Commission shall be
23 authenticated by the signatures of the Chairman or any other member of the
24 Council generally or specifically authorised by the Council to act for that
25 purpose and the Executive Secretary.

26 (2) Any contract or instrument, which, if made or executed by any
27 person not being a body corporate, would not be required to be under seal
28 may be executed on behalf of the Commission by the Executive Secretary or
29 any person generally authorised by the Council to act for that purpose.

30 (3) A document purporting to be a document duly executed under

1 the seal of the Commission shall be received in evidence and shall, unless and
2 until the contrary is proved be presumed to be so executed.

3 5. The validity of any proceedings of the Councilor Committee shall
4 not be adversely affected by:

- 5 (a) a vacancy in the membership of the Councilor Committee;
- 6 (b) a defect in the appointment of a member of the Councilor
7 Committee; or
- 8 (c) reason that a person not entitled to do so took part in the
9 proceedings of the Councilor Committee.

10 FIRST SCHEDULE

11 *Section 5*

12 COMPLIANCE ORDER

13 Notice has been taken of the fact that your programme is not inclusive of
14 Disabilities Issues.

15 In particular:

16 This contravenes section 5 of persons with disabilities Act, you are hereby
17 ordered to immediately comply with the said law.

18 Take note that if after 3 months from receipt of this order, you still remain in
19 default; your operational licence shall be withdrawn.

20 Signed

SECOND SCHEDULE

PART I - CERTIFICATE OF TEMPORARY DISABILITY

This is to certify that.....of
.....was examined by me.....on
this day of.....and found to be temporarily incapacitated.

Signed.

PART I - CERTIFICATE OF PERMANENT DISABILITY

This is to certify that.....of
.....was examined by me.....on
this day of.....and found to be permanently incapacitated.
Signed.