



ANNUAL REPORT

2024-25

ACTION FOR AUTISM

TO OUR FRIENDS & SUPPORTERS

Looking back on the past year at Action For Autism, I am struck by how far we have come as a community and how much further we can go together. Each milestone has been possible because of the strength and trust of autistic individuals and their families, the dedication of our team and the encouragement of our supporters.

This year, we have seen important shifts in how our work is evolving. While our services for children continues, we have placed greater emphasis on supporting autistic adults, a group that continues to face gaps in recognition, understanding, opportunities, and care. We have started new skill development programmes to help develop employable skills among autistic individuals through collaborative efforts. From expanding our lifespan programmes to strengthening partnerships with schools, universities, workplaces, health professionals and government bodies, we have worked to ensure that autistic people across the lifespan are at the centre of decision-making, advocacy, and change.

Meanwhile in November 2024 the Supreme Court of India delivered a landmark judgment that set new benchmarks for accessibility. Accessibility is typically seen as a requirement of those with mobility conditions or with visual and hearing impairment.

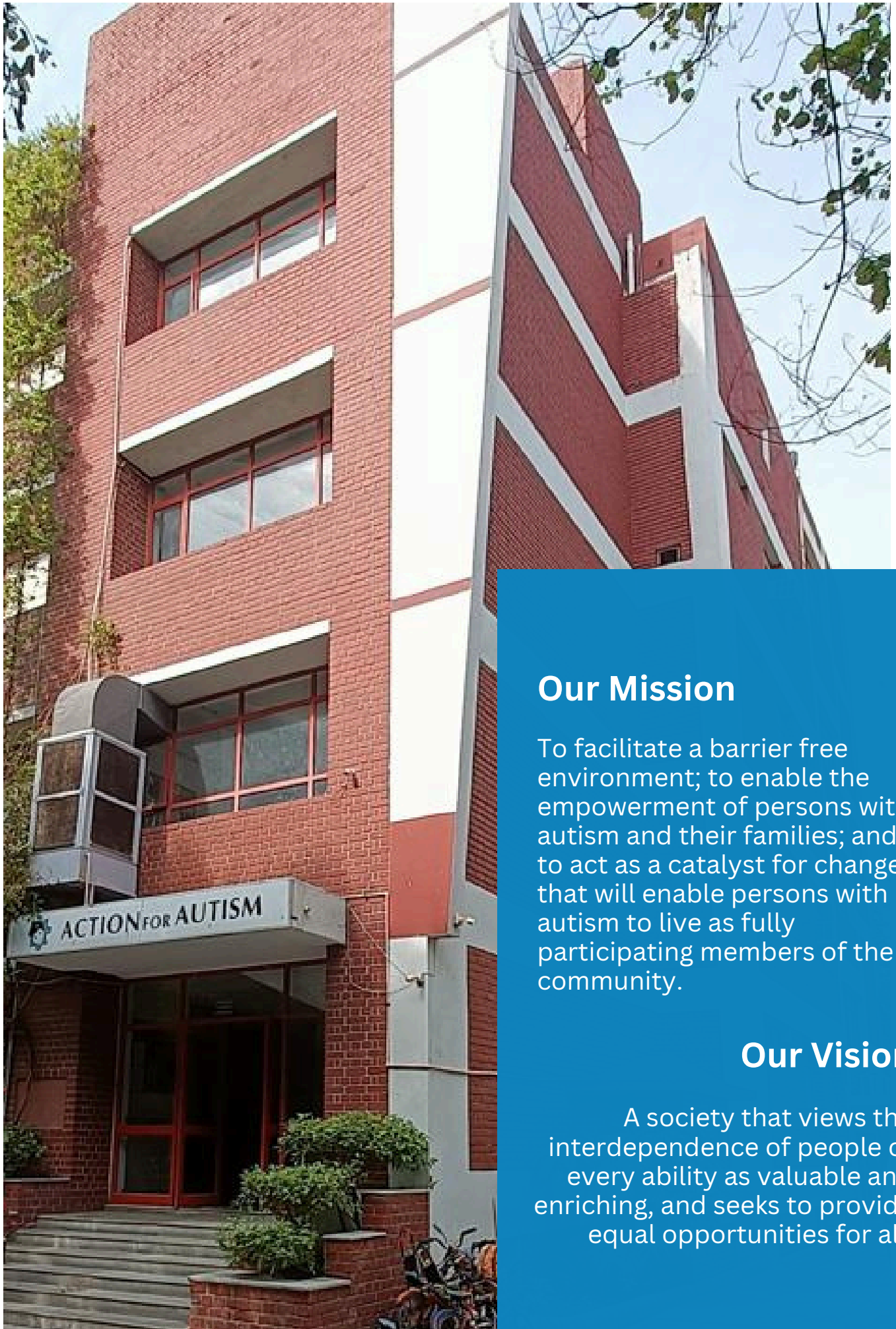
The judgement is based on a report, prepared by Centre for Disability Studies at NALSAR University of Law on the direction of the Supreme Court, on measures required to make public spaces fully accessible to all persons with disability, and has widened the scope. Action For Autism had the privilege of contributing to the report with inputs from a wide spectrum of non-speaking and speaking individuals with autism who shared their experiences of exclusion and requirements of accessibility.

As we reflect on the year gone by, we look forward with hope to a future where autistic people are recognized for their strengths, supported in their challenges and embraced as full and equal members of society. We look for a time when autistic people as well as all people have access to inclusive education, meaningful work and community living.

With the support of our committed partners we continue to strive to move closer to this vision, breaking barriers, amplifying autistic voices and building a society where every autistic person can live with dignity, purpose and joy.



Merry Barua
Founder Director



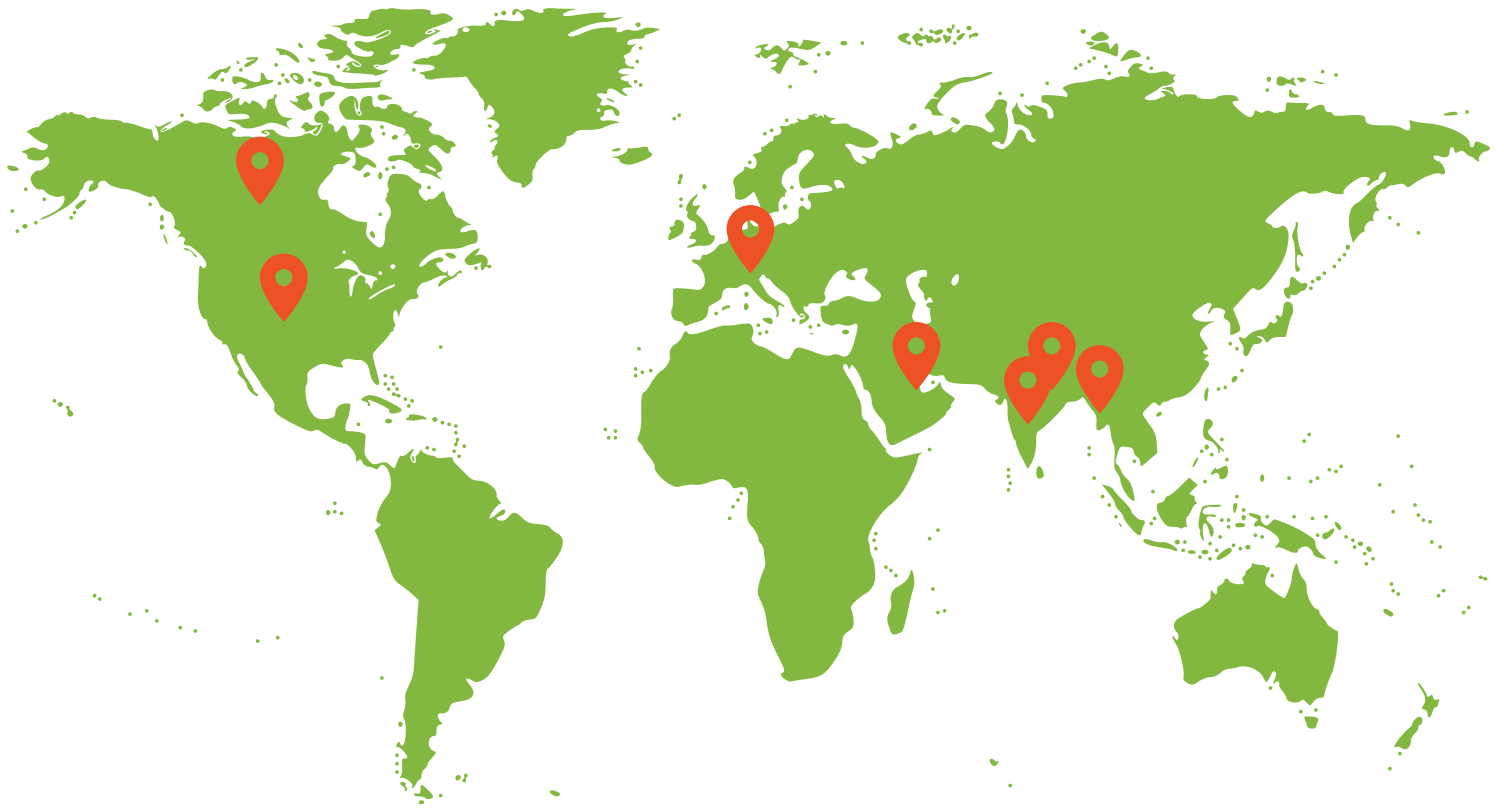
Our Mission

To facilitate a barrier free environment; to enable the empowerment of persons with autism and their families; and to act as a catalyst for change that will enable persons with autism to live as fully participating members of the community.

Our Vision

A society that views the interdependence of people of every ability as valuable and enriching, and seeks to provide equal opportunities for all.

Highlights



4746

Clinical Sessions
conducted

3963

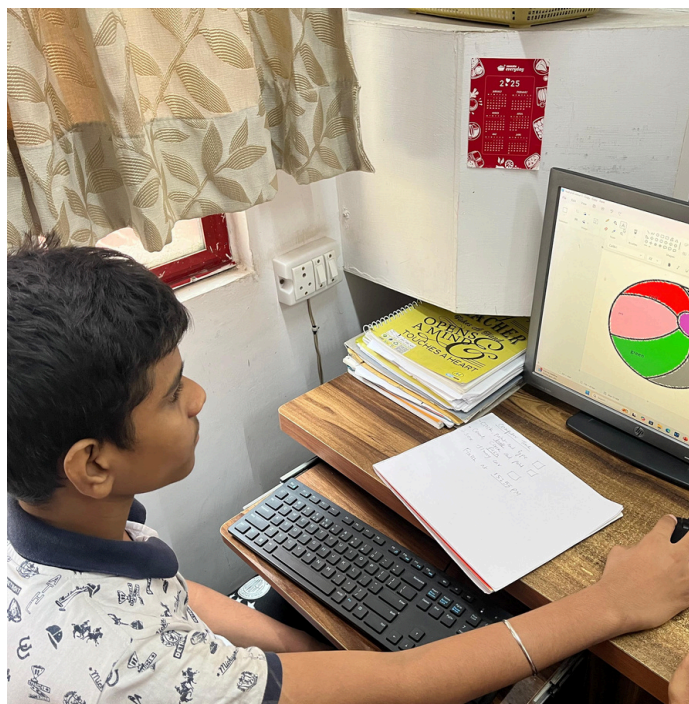
Professionals, parents,
students trained

- Coding camp with Hashhackcode boosted creative and cognitive skills of neurodivergent learners.
- Two trainees earned the global Certified Tester Foundation Level certification.
- Dr. Nidhi Singhal presented on autistic adult perspectives at ICCE-24, Mysuru.
- Indrani Basu spoke on Sansad TV about challenges faced by autistic individuals and families.
- AFA hosted “Reclaiming the Narrative: Neurodivergent Voices in Climate Action” online panel.
- Merry Barua delivered the keynote at the India Neurodiversity Summit, Christ University.
- Merry contributed to the Supreme Court–UNICEF consultation on disability rights.
- AFA launched its first online self-paced study module with Zakir Hussain College students.
- B.Ed. student Nazrin Yasmin won the Gold Medal for academic excellence from GGSIP University.



**CLINICAL
SERVICES**

ASSESSMENTS, INTERVENTIONS & COUNSELLING



Our Clinical Services offer respectful, comprehensive assessments for autistic children and adults, including sensory evaluations. We provide tailored interventions that build on each person's strengths, supporting growth in social, communication, cognitive, and daily living skills. Our focus is on fostering independence, confidence, and well-being in a supportive learning environment.

“When Abdullah, aged 4, first came to AFA, his speech was limited and responses often unclear. Simple requests were challenging, and his family was anxious about his future. In just six months of structured strategies, visual supports, and playful learning, Abdullah made remarkable strides – moving from unclear single words to confident two-word phrases, and now even full sentences. Today, he greets people on his own, with a smile and assurance that warms every heart. Abdullah’s journey shows what is possible when the right support meets a child’s unique potential.”

Diagnostic Assessment	65
Special Education Counselling	125
Occupational Therapy Counselling	21
Special Education Intervention	2900
Occupational Intervention	1553
Extended Programme	4
Functional Skills Assessment	37
Occupational Therapy Assessments	41



**OPEN DOOR
SCHOOL**

OPEN DOOR SCHOOL

10
Enrollments



- Rashmi Singh joined the Open Door team as educator
- Parent Volunteers, Professionals (from organisations like KIIT Bhubneswar and Asha School, Delhi Cantt) and Interns from educational institutes like Delhi University etc spent time at Open Door learning how to work with autistic children.
- Students participated in regular music and sports sessions led by experts, nurturing their skills, confidence, and overall holistic growth.
- Weekly shopping trips, organised in collaboration with Smart Bazaar Retail, provided students with real-world learning experiences in an autism-friendly environment.



For a long time, the team at AFA had been preparing Anish for independent shopping, starting with simple canteen purchases. Change has always been challenging for him, so using a calendar and social stories, we helped him understand and get ready for each step. Recently, Anish took a big leap – visiting the nearby Mother Dairy outlet for the first time. He followed his shopping list, chose ice cream on his own, and enjoyed it with great delight. His happy smile said it all – a small outing, a big step towards independence.



PARENT CHILD TRAINING PROGRAMME

PARENT CHILD TRAINING PROGRAMME

37
Families

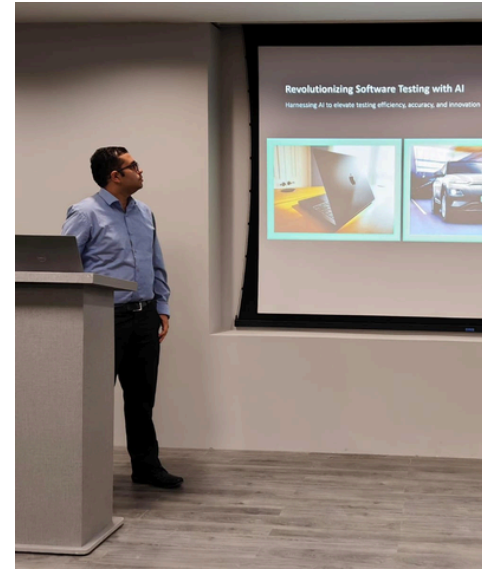
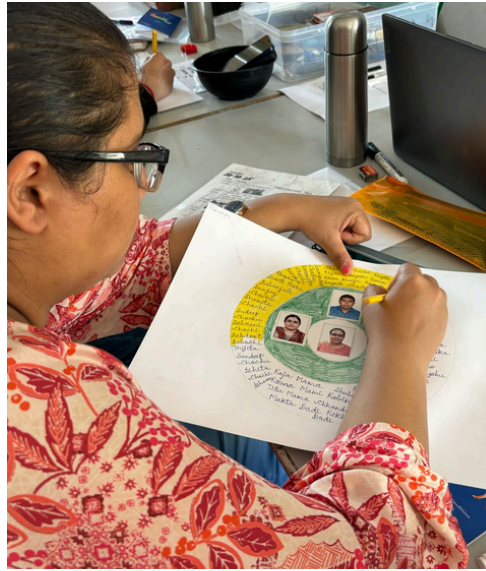
The primary goal of the PCTP is to support parents in understanding their child, their autism, and the unique ways their child experiences and engages with the world. This understanding empowers parents to create environments that nurture their child's learning and growth. It also equips parents to share these insights with other family members and those who interact regularly with the child, fostering a supportive and informed network around them.



As a single parent, life was often overwhelming, but PCTP gave me a complete shift in perspective and the confidence to know what to do, when and how. I entered the course full of confusion and today I leave with clarity, practical tools and the assurance that my teachers will be there if I falter. The changes in my daughter have been remarkable. She is learning happily and responding more. The dedication of the team has been phenomenal, and I am deeply grateful. This course has not only transformed me as a parent but also helped me support others. Every parent should have access to these tools so their child can reach their full potential.

A man with a beard and glasses, wearing a red shirt, is sitting at a wooden desk, looking at a computer monitor. The monitor displays a presentation software interface with a blue background and a slide titled 'Click to add title'. On the desk, there is a black smartphone, a clear plastic water bottle, and a pink notebook with a white marker resting on it. The notebook has the text 'DELUXE Long Board' and 'TEAMWORK ROWING' on it. A black keyboard is visible in the foreground.

WORK AND EMPLOYMENT



Our work and employment services are in line with our belief that if right amount of support is provided, irrespective of the nature of the employment, most adults with autism would be successful participating members in their work place.

Work and employment services at AFA can be categorized in following four categories:

Vocational Training

This programme aims to develop appropriate vocational skills so that young adults with autism can utilize their previous training for work, enhancing their independence, self-reliance, and confidence.

On the Job Training

We simulate work settings to provide training in work behaviours. The programme includes aspects faced in the open work environments such as coping with unpredictability and developing interpersonal skills with colleagues.

Supported Employment

We help neurodiverse individuals to prepare for workplace and assist workplaces get ready to welcome neurodiverse employees

Employment Readiness Programme

We work towards developing interpersonal and social communicative skills of neurodiverse individuals to help them succeed at workplace and maintain meaningful employment.

Technical Training

We provide two technical training programmes for autistic adults.

- Under retail training (in partnership with Sol's Arc and Amazon), individuals are taught skills and concepts needed to succeed in the retail sector like inventory management and packaging.
- Under software testing training, in collaboration with Nagarro, NASSCOM and Atypical Advantage, individuals are trained to become testers.

Shyam (name changed), a talented dancer and skilled video editor from Bombay, secured an internship with McCann as a Junior Editor with support from AFA. While verbal communication was a challenge, the interview process was adapted to highlight his strengths, and he soon exceeded expectations by editing several international advertisements. With coaching and the use of a communication board, Shyam grew more confident, adapted to feedback, and impressed his managers with his creativity and resilience. His journey is a testament to how the right support can help individuals find their true purpose— their Ikigai.

At a glance,

Individuals placed in job internships	8
Interns placed at our vocational centres	43
Numbers trained in software testing	7
Numbers trained in Employment Readiness Program	14
Numbers trained in Retail Training	4
Numbers in supported employment	5
Number of sensitization trainings	5
Numbers of job offers	5

Employers associated with AFA

Nestle, Amazon, Cognizant, Natwest, CAI, McCann, Nagarro, Sunlife Insurance, WTW, SAP, Lemontree Hotels, ANZ Bank, Thomson Reuters, TajSATS



**ANANDA
ASSISTED LIVING**

Ananda is a **home to adults with developmental disabilities – Autism and Intellectual Disabilities**, and to neurotypical ‘Assists’ where both groups lead fulfilling everyday lives.

Location: Gairatpur Bas, Gurgaon, Haryana



Life at Ananda is about living with purpose, joy, and independence.

On weekdays, residents head to the vocational centre right within the campus. Here, every individual chooses activities that bring out their skills and creativity—whether it's weaving and stitching, crafting, learning computer and office tools, or caring for the lush grounds through planting, raking, and weeding. There's also time for movement and strength at the gym and physical activities.

Back at home, residents join in everyday chores - each contribution matched to their abilities and interests. These simple routines build confidence and nurture independence, while also creating a sense of belonging. At Ananda, the focus is not just on keeping busy, but on building a life where each person feels happy, capable, and valued.

Many adults also stay at Ananda for short-term, customised respite, while the vocational centre doubles as a workspace for individuals who come in only during the day.

No. of Residents: 18

No. of interns at Vocational Centre: 26

Rotary Cosmopolitan conducted a plantation drive at Ananda

The **permaculture project at Ananda** has been steadily yielding vegetables and fruits including onions, brinjals, papayas, lemons, garlic and ginger. Our healthy yields were welcomed in the kitchens of both Jasola Vihar and Gurgaon





**COMMUNITY SERVICES
@ANANDA**

Our **computer classes** now have **41 students** enrolled in them with plans for gaining more underway

In collaboration with Max Hospital Gurgaon, we conducted our **free medical camp** with experts in ENT, Orthopedics, Dentistry, General medicine and Gynecology

Dr. Shelley conducted an **awareness session** at St. Martin's School for girl students of Classes 7–12 on puberty and hygiene, as part of Ananda's outreach initiatives.

Physiotherapy has been started at Community Services in Ananda

Total patients at community clinic	6036
Patients for general physician	4086
Patients for gynecologist	210
Patients for dentist	232
Patients for optometrist	67
Patients for physiotherapy	1442





Remember...

- A happy / funny / positive incident / routine / time with your sibling(s)

AC
Nati

Tel: 40540991-92

TRAININGS

AFA provides practical training opportunities year-round to ensure more professionals are equipped to deliver effective autism-specific support. The programs vary in length, from just a few hours to over two years, and are open to everyone—whether you're a parent, professional, or student. Each program is designed with a deep understanding of the autism spectrum and its diverse expressions throughout life.

Total number of participants in webinars & trainings conducted by AFA **3857**

No. of students graduated in B.Ed program **36**

No. of students graduated in D.Ed program **70**

Trainings included participants from:

India, Nepal, Bangladesh, Bhutan, United States of America, United Kingdom, United Arab Emirates, Germany, Hong Kong, Norway, Bahrain, Pakistan

Placements of D.Ed and B.Ed students

Manav Rachna International School, Orkids, MBCN, Ananth-National Trust for the Handicapped, Government schools, Private clinics and centres. Some students are pursuing Masters in Education



Trainings/ Workshops/ Lectures/ Conferences

Date	Topic	Resource Person	Organisation
Apr 2024	Sensitisation session on Autism	Dr Nidhi Singhal	Atkins
Apr 2024	Virtual meeting on WAAD	Merry Barua	National Trust
Apr 2024	Learning about ASD from the experts	Merry Barua	Association of Child Neurology India
Apr 2024	CRE program - Assessment & IEP for Autistic Individuals	Amrita Baruah, Urmila Taneja, Kalpana	AFA
Apr 2024	Sibling sensitisation session	Dr Nidhi Singhal	Asha School
May 2024	Merry Barua in talk with Urooj Hasan	Merry Barua	The Special Mom Shaheer, Pakistan
May 2024	Internal Team training	Merry Barua, Deepa Rawat	KIIT International School
May 2024	Structure & Visuals to support Autistic & Other Learners	Indrani Basu	AFA
May 2024	Voices of non speaking autistic individuals	Aditi Sowmyanarayan, Tarun Paul, Tarun Verma, Navneet Kulkarni, Moderator- Aditi Gangrade	AFA
Jun 2024	Internal Team training	Preeti Siwach & Deepa Rawat	KIIT International School
Jul 2024	Understanding Autism	Amrita Baruah	AFA
Jul 2024	Positive Approaches to Learning	Indrani Basu	AFA
Jul 2024	Autism & Sensory Needs	Rakhshanda Khan	AFA
Jul 2024	Power of Visuals & Structures	Indrani Basu	AFA
Jul 2024	Developing Communication Skills	Anandi Prabha	AFA
Jul 2024	Understanding Behaviours	Indrani Basu	AFA
Jul 2024	The spectrum of gender & sexuality in young autistic individuals	Dr Nandita De Souza	AFA

Trainings/ Workshops/ Lectures/ Conferences

Date	Topic	Resource Person	Organisation
Aug 2024	Panel Discussion	Sujata Banerjee	
Aug 2024	Teaching Strategies and IEP	Sujata Banerjee and Amrita Baruah	AWES
Aug 2024	Teaching Reading to Early Learners	Divya Shikha Verma	AFA
Aug 2024	Understanding Relationship Skills & Responsible Decision Making	Preeti Siwach	Muskaan
Sept 2024	Identification & Understanding students with different learning needs	Indrani Basu & Amrita Baruah	National Brain Research Centre, Manesar
Sept 2024	Writing made easy for early learners	Kamlesh	AFA
Sept 2024	Internal Team training	Indrani Basu & Amrita Baruah	Asha School
Oct 2024	Sensory difficulties and IEP for autistic individuals	Sujata Banerjee & Rakhshanda Khan	AWES
Oct 2024	Reclaiming the Narrative: Neurodivergent Voices in Climate Change	Raj Mariwala, Esha Patel, Pranav Sethi, Sangeetha Sriram, Dilip Kumar Mekala	AFA
Oct 2024	Social stories and ABA	Merry Barua	UDAI working together works
Nov 2024	Are There Sensory Functions to Behaviours?	Smita Prakash	AFA
Nov 2024	Internal Team training	Preeti Siwach & Amrita Baruah	KIIT International School
Nov 2024	Autistic Adults: Moving from Surviving to Thriving	Merry Barua	Swabhiman
Nov 2024	Celebrating Strengths and Abilities: Uniting Stakeholders for Growth	Indrani Basu	Lotus Valley International School, Noida
Nov 2024	Enabling autistic individuals move to independence Ways parents can address the question “What after us?”	Merry Barua	Manav Rachna International School, Gurugram
Dec 2024	Session on Neurodiverse Needs	Indrani Basu	Shiv Nadar School, Faridabad

Trainings/ Workshops/ Lectures/ Conferences

Date	Topic	Resource Person	Organisation
Dec 2024	Annual Conclave-Amplifying the leadership of persons with disabilities for inclusive and	Preeti Siwach & Merry Barua	Billabong High International School, Noida
Nov-Dec 2024	Through the autistic lens	Rakshita Shekhar & other self advocates	AFA
Dec 2024	Training on Neurodiversity in the classroom for primary school teachers	Divya Shikha Verma & Amrita Baruah	NBRC
Dec 2024	Asha School teachers training	Sujata Banerjee	Asha School Pathankot
Jan 2025	Emotional Regulation and organising Skills for neurodivergent adults	Shubhoneet Chatterjee & Prashasti Srivastava	AFA
Jan 2025	CRE program -Understanding Sexuality of persons with Intellectual and Developmental Disabilities	Preeti Siwach	Muskaan
Jan 2025	Internal Team training	Amrita Baruah & Sujata Banerjee	Asha School
Feb 2025	Why do Autistic People Do what they do?	Prashasti Srivastava	AFA
Feb 2025	Ways to create interest and enjoyment in Autistic Learners	Indrani Basu	AFA
Feb 2025	Teaching learners with sensory needs	Rakhshanda Khan	AFA
Feb 2025	Strategies to ensure learning and independence	Nafeesa Imam	AFA
Feb 2025	Teaching language and communication	Shubhoneet Chatterjee	AFA
Feb 2025	Ways to address difficult behaviours	Indrani Basu	AFA
Mar 2025	CRE Program - Teaching mathematics to Autistic Learners	Prashasti Srivastava, Sujata Banerjee, Divya Shikha Verma	AFA
Feb-March 2025	Hands on cross disability training for government special educator	AFA Team	AFA
Mar 2025	Sensitisation session with the team	Prashasti Srivastava	Sarathee
Mar 2025	Asha School teachers training	Divya Shikha Verma, Amrita Baruah	Asha School
Mar 2025	Empowering Lives: Advances in Psychological and Rehabilitation Sciences	Preeti Siwach & Nafeesa Imam	LRS World College
Mar 2025	Supporting learning styles of neurodiverse students	Indrani Basu	Care & Special Education, Oman



ADVOCACY AND AWARENESS



Advocacy work over the year 2024-2025

Nidhi Singhal spoke at the panel discussion for World Autism Awareness Day organised by Girl Up Ahsaas an initiative run by the students of Delhi University and Dr. B.R. Ambedkar University Delhi, to empower and enable women and girls to compete on an equal footing in different segments of society

Merry Barua wrote for **Invisible No More: A Statement for Inclusion by Children with Disabilities** by YLAC and UNICEF

Merry Barua was on a panel discussion organised by The Art Sanctuary and the National Museum to brainstorm ideas on how to take neurodiverse art from being a vehicle of creative expression for the artists, to a vocation.

Merry Barua, was on the **panel discussion organized by AIIMS Delhi** on the topic “The different colours of autism – Lets solve the riddle”

Nidhi Singhal was on the **expert committee** for **Development of 4 year integrated curricula & course content for B.Ed.Spl.Ed.** in line with ITEP of NCTE and NEP 2020

Nidhi Singhal was on the panel discussion about “Understanding Intersectionality in Autism” on 14 April 2024 organised in collaboration with clubs under the GirlUp campaign, Project Mehviyat and NSS of Kamala Nehru College, Delhi University. The discussion was attended by 100 participants.

Nidhi Singhal was a **resource person for the 3-day National Conference on Autism** organized by SRM University, Chennai, on the theme Translation of Evidence into Usable Interventions for Children with Autism Spectrum Disorder.

Nidhi Singhal did a webinar on Growing up with a Sibling for Asha School attended by neurodivergent individuals and other PwDs, siblings, parents and staff members of Asha School

Nidhi Singhal did an autism **sensitisation webinar** for parents and team members at **Atkins India**

AFA supported YLAC in identifying children with intellectual disabilities and autism for a consultation on their lived experiences. The learnings will inform child-centric policy making and be **shared with the Supreme Court through UNICEF's engagement with the National Juvenile Justice Commission**

Merry Barua participated in the deliberations of the **National level technical committee at NIMHANS** sharing perspectives to meaningfully inform the development of the National Strategy for Autism

Nidhi Singhal served on the core committee whereas Merry Barua was the expert contributor to the **national strategy for autism being developed by the Ministry of Health and Family Welfare**

Merry Barua served on the **Inter-Ministerial Committee for Identification of Posts Suitable for Persons with Benchmark Disabilities (PwBDs)**, contributing to national policy on inclusive employment.



Merry Barua spoke at a seminar on "Inclusion: Empowering Diverse Abilities through Sports," hosted by Modern School Barakhamba Road in collaboration with Modern Institute for Education

Merry Barua was a panelist on AOCN SIG Session on "Learning Autism Spectrum Disorder from Experts"

Merry Barua was the resource person for an online training program for parents organised by National Trust on understanding autism.

Merry Barua participated in a **meeting of key leaders and experts on de-institutionalization and disability** organised by Astha and Children and Families Together (CAFT)- India

AFA team members attended the Thrive24 Inclusion Summit organized by Saarathee, engaging with leading corporates on inclusive workplace practices. The summit offered valuable insights to strengthen how we prepare autistic individuals for meaningful employment

Preeti Siwach was a **member of a subcommittee of Skill Council for Persons with Disability** working towards employment and skill development of persons with disabilities

Indrani Basu featured on a **panel discussion on Sansad TV** on deepening understanding of the challenges faced by autistic individuals and their families

Nidhi Singhal **wrote for an Interdisciplinary Course** of 6 credits, 'Disability, Society and Culture' for the Four Year Undergraduate Programme being offered by **School of Interdisciplinary and Trans-disciplinary Studies, IGNOU** titled 'Concerns and Issues at Adulthood'

Dr. Nidhi Singhal **presented at the Second International Conference on Comprehensive Education (ICCE-24)** organised by Amrita Vishwa Vidyapeetham. She delivered a paper on Autism from Within: Perspectives of Autistic Adults in India and conducted a workshop on Transitioning to Adulthood.

Merry and Nidhi attended a national learning event on inclusive care reform and community inclusion for all children, organised by Keystone Human Services International, India and CAFT India. The event focused on advocacy, current status, and opportunities ahead.

Amrita Baruah and Nidhi Singhal attended the **NCERT workshop on the upgradation of Jaadui Pitara**. The workshop focused on strengthening early childhood education resources.

Dr. Nidhi Singhal served as an expert on the committee constituted by the National Council for Teacher Education. The committee **developed the curriculum framework and suggestive syllabi for a 4-year Integrated Arts Education Program**.

Nidhi Singhal was **part of the RCI committee reviewing norms and guidelines for Continuing Rehabilitation Education (CRE) workshops, seminars, and conferences** conducted in online mode.

Nidhi Singhal participated in a Roundtable on Inclusive NIPUN Learning Outcomes, organised by Pratham and USAID. The consultation validated learning outcomes for foundational literacy and numeracy for children with disabilities.

Divya, Sujata, and Nidhi Singhal **carried out second-party validation of NIPUN Bharat Learning Outcomes for children with disabilities**. This was conducted under a service contract with Pratham Education Foundation.

Merry Barua served on a **committee of the Ministry of Agriculture & Farmers Welfare to advocate for and identify posts suitable for autistic applicants** in Group A, B, and C roles





Merry Barua contributed to a pivotal **report on Neurodiversity Inclusion in the Indian Workplace, commissioned by NASSCOM in collaboration with In Diverse Company**. The report highlights pathways to more inclusive employment practices

Merry Barua joined the **expert consultation group by CAFT India**, bringing together care reform and disability rights stakeholders, including persons with lived experience, to guide operational and programmatic interventions

Merry Barua served on an **expert committee under the Ministry of Statistics and Programme Implementation**, helping identify posts in the SSS Cadre suitable for autistic individuals

Merry Barua attended a hybrid consultation on deinstitutionalisation and disability, organised by CAFT India. The discussion brought together key leaders and experts to strengthen advocacy for inclusive care

With support from NDTV and Hyundai's Samarth initiative, four autistic individuals and two team members from AFA joined a national event celebrating the achievements of persons with disabilities.

Merry Barua (invited expert) and Nidhi Singhal (committee member) **participated in an Inter-Ministerial Consultation with the Technical Committee under the Ministry of Health and Family Welfare**. Their recommendations contributed to the development of India's National Strategy on Autism.

Merry Barua was the chief guest and Preeti Siwach a speaker at the Annual Conclave on inclusive education, organised by Sanchetna and Billabong High International School, Noida

Merry Barua conducted a session at the **Autism Convention Kolkata** on Preparing the Child for Adulthood in the Community.

Merry Barua led a training at UDAI, Janakpuri on ABA techniques for behaviour management and using social stories

Merry Barua participated in the **National Annual Stakeholders Consultation under the Juvenile Justice Committee of the Supreme Court with UNICEF India**. She contributed on protecting the rights of children with disabilities and spoke on mental health, remedial support, and referral services

Merry Barua conducted a session at Manav Rachna International School, Gurugram for 100 parents and professionals on independent living, autism support, behaviours, and teenage issues

Merry Barua **delivered a talk** titled Outside Looking In: A Practitioner's Perspective on Autism to scientists and PhD scholars at **CSIR-IGIB**

Merry Barua led a workshop on Use of Visual Supports—Positive Behavior Support at the ICAN Conference 2024

Merry Barua and Dilip Mekala were panelists in **ATREE's Intersectionality Talk – Climate Action on the Spectrum**, highlighting neurodiversity in climate action

Merry Barua gave the valedictory speech at the Institute of Human Behaviour and Allied Sciences, Delhi, as part of World Autism Awareness Month

Merry Barua was a featured speaker at the book discussion for Kanha Trehan's A World Within: Tales & Triumphs of Growing Up with Autism at the India International Centre

Merry Barua was a panelist at NCPEDP's discussion on "Ayushman for All: Health Insurance for Persons with Disabilities" held at the National Institute of Health and Family Welfare, New Delhi.

Merry Barua was a panelist at a discussion by Nipman Foundation, Youth Ki Awaaz, and YLAC on Section 9 of the DPDP Act, highlighting its impact on autonomy and digital inclusion for persons with disabilities

Nidhi Singhal **participated in a workshop on Disability-Inclusive Disaster Risk Reduction, organised by GeoHazards Society with the Kerala State Disaster Management Authority**

Nidhi Singhal was **part of the PASSING tool team** in India, an initiative led by Keystone India to evaluate service quality for persons with disabilities

Indrani Basu conducted a half-day training with the Care & Special Education Centre, Oman, on enhancing learning and participation of neurodivergent students

Preeti Siwach and Nafeesa Imam presented on **Vocational Training: Curriculum Design and Implementation at the International Conference on Psychology & Rehabilitation Science 2025**

AFA got **six legal guardianships** approved



"autism network"

VOLUME 21, APRIL 2024



ACTION FOR AUTISM

**RESEARCH AND
PUBLICATIONS**

- This year, our journal Autism Network brought together perspectives from autistic individuals, parents, and professionals, addressing **themes of family life, independence, employment, and workplace inclusion**. Articles explored experiences of self-care, travel, and learning with an autistic child, alongside first-person accounts of resilience in the face of burnout, communication barriers, and workplace challenges. The journal further examined **community participation, supported living** for individuals with high support needs, school-related frustrations, and **communication beyond spoken language**, while also including contributions in Hindi to ensure wider accessibility.
- Merry Barua participated in a study by the Alma Awakening Foundation on key aspects of the RPWD Act 2016, **exploring challenges and opportunities in education, employment, healthcare, and inclusion**
- Dr. Nidhi Singhal presented at the Second International Conference on Comprehensive Education (ICCE-24), sharing **research on autistic adults** in India and conducting a workshop on transitioning to adulthood.



MEET THE TEAM

AFA is a parent-led NGO dedicated to providing quality care for individuals with autism and their families. By fostering open communication and non-hierarchical structures, AFA encourages active participation from beneficiaries to improve program efficiency. Its dedicated team of professionals and volunteers plays a key role in achieving AFA's goals.

Achyutanal Guha	Accounts Executive
Amitesh Chaudhary	Coordinator - Assisted Living
Amrita Buzar Baruah	Coordinator - Opendoor
Aradhana Singh	Library Assist
Anandi Prabha	Educator
Ashok Kumar	Security Guard
Ayesha Bibi	Faculty
Barja Bahadur Gurung	Cook
Bhanu Sehwat	Coordinator, Communication
Deepak	Gardener
Deepa Rawat	Coordinator, Vocational Services
Dharam Pal Singh	Gardener
Divya Shikha Verma	Educator, Special Needs
Dojaram	Security Guard
Gita Devi	Care giver
Indrani Basu	Head, Parent Child Training Programme
Kamlesh	Supervisor, AVC
Kamlesh Kumari	Occupational Therapist
Katha Kali Das Pandey	Head, Projects
Kuldeep Bharti	Driver
Khushboo Arora	Assist
Lakshmi Patra	Care giver
Lata Devi	Cleaner
Maya Sarkar	Care giver
Manvinder Roy	Coordinator, Work & Employment
Mandeep	Educator, Special Needs

Merry Barua	Founder Director
Monika Devi	Baker
Mukesh Kumar	Gardener
Neelam	Assist Adults Services
Nidhi Singhal	Director, Research & Training
Nafeesa	Educator, Special Needs
Pan Singh Negi	Driver
Pappu	Gardener
Prashanth Jaine	Educator Aide
Preeti Siwach	Head, Adult Services
Prem Prakash	Security Guard
Pooja Rani	Assist Adults Services
Rajesh Kumar	Supervisor, Ananda
Rajesh Gupta	Coordinator, Admin
Ram Keval	Cleaner
Rajpal	Security Guard
Rajneesh Sharma	Executive Front Desk
Ramakant Sharma	Accounts Executive
Rakhshanda Khan	Occupational Therapist
Ram Avtar	Security Guard
Ramakant Rajput	Cleaner
Ramji Varma	Cleaner
Rahul Patro	Educator Aide
Reeta Sabharwal	Director - Finance and Operations
Rekha Devi	Cleaner
Salini Bijesh	Manager, HR & Administrations
Sanjay Kanji	Senior Executive Accounts
Sawan Kumar Maurya	Educator Aide - Adult Services
Sharmila P G	Coordinator Resource Materials, Assisted Living
Erum Hameed	Coordinator, Workplace @Ananda
Sheesh Ram	Assist, Assisted Living

Shikha Das	Care giver
Shubhoneet Chatterjee	Educator, Work & Employment
Sunil Dutt	Manager
Sushma	Caregiver
Sarvjit Manhji	Gardener
Silvia Devi	Cook
Sujata Banerjee	Educator, Special Needs
Tanvi Behl	Head Trainings
Urmila Taneja	Faculty
Vikram Kumar	Assist Adults Services
Vikas Kumar Jha	Cleaner
Yasar Saeed	Educator
S Kalpana	Special Needs Educator
Kanniraj Mariappan	Assist Adults Services
Babli Das	Cleaner
Akriti Soorma	Special Needs Educator
Pooja Thakur	Special Needs Educator
Prashasti Srivastava	Special Needs Educator
Sanskriti Hooda	Educator
Veebha Kumari	Care giver
Alpana Prasad	Vocational In-Charge
Geeta Bhagat	Faculty
Priyanka	Cleaner
Malini Prasad	Front Desk Executive
Vikas Kumar	Cleaner
Arjoo Gupta	Assist
Pooja (Khushi)	Assist
Varun Kumar	Occupational Therapist
Nupur Niharika	Occupational Therapist
Rashmi Singh	Special Needs Educator
Rakesh Kumar	Assist
Sarmishtha Mishra	Special Needs Educator
Sheeba Naqvi	Faculty

Salary Slabs of Staff Members

Slab of Gross salary/stipend (in Rs) plus benefits paid to staff (full time and part time) per month	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 - 10000	0	0	0
10000 - 25000	15	10	25
25000 - 50000	14	16	30
50000 - 100000	2	13	15
Greater than 100000	0	1	1

Salary and benefits of Head and Highest and Lowest honorarium of staff members

Particulars	Designation	Remuneration(in Rs) [Gross yearly+benefits]
Operational Head of the organisation : (including honorarium):	Director	Nil
Highest paid person in the organization (staff or consultant):	Director Research and Trainings	1678320
Lowest paid person in the organization (staff or consultant):	Gardener	146520

Governing Body

Name	Occupation	Address & Email Address	Education
Merry Barua*	Disability Activist	A1/51 Panchsheel Enclave, New Delhi-110017 merry.barua@gmail.com	MA, Calcutta University
Reeta Sabharwal *	Full Time Volunteer at AFA	S-300 Greater Kailash Part 2, New Delhi-10048 reeta.sabharwal@gmail.com	BA English, Delhi University
Madhu Chawla	Business	C-228, Defence Colony, New Delhi-110024 madhuchawla4@gmail.com	BA
Gopal Kale*	Service	C-197, Kendriya Vihar, Sector 51, Noida 201301 gopal.k2005@gmail.com	BE
Indrani Basu*	Special Needs Educator	Action for Autism Living Unit - 3rd Floor Pocket 7&8 Jasola Vihar New Delhi-110025 indrani71@gmail.com	B.Com, ICWA, DSC-ASD
Beena Mohan*	Special Needs Educator	32GB, Dakshin Apartments, 4th Seaward Road Thiruvannamiyur, Chennai - 600041 beenaahed@gmail.com	M.A Business Economics
Rajat M Nag	Economist	B3 /602, World Spa West, Sector 30, Gurgaon, Haryana 122001 rajatnag@gmail.com	B. Tech IIT Delhi M.Sc. & M.B.A, University of Saskatchewan M.Sc LSE
Dr Shubhangi Vaidya*	Professor	H No. H – 8, Mahanadi Extension, IGNOU Campus, Maidangarhi, New Delhi - 110068 svaidya2404@gmail.com	MA, MPhil, PhD
Celine George	OD and Change Management Consultant.	AG/52, Aspen Greens, Sec – 50, Gurgaon, Haryana celine.george@peoplefacet.com	MA Business Economics, Chevenings Gurukul Scholarship to London School of Economics, UK.
Rakshita Shekhar*	Special Needs Educator & Disability Activist	#1370, Ananth Nivas, 22nd cross, A block, saharanagar, Bangalore 560092 rshekhar02@gmail.com	MA Intellectual & developmental disabilities Diploma in teaching & training

*Parent or Autistic member

No member of the governing body receives honorarium. None of the members are related to each other in any way



**OUR
SUPPORTERS**

Thank you!

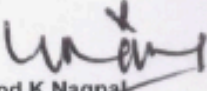
Abhay Dan Trust, Alpana Prasad, Amazon, Amitdeep Kohli, Amrita Jagdish Gotur (DM Neurology, AIIMS New Delhi), Anjali, Ankur Jain, Anurodh Srivastava, Arjun Basu, Azim Premji Philanthropic Initiatives, Bhanu Sehrawat, Bindu Badshah, Cognizant, CAI, Dalit Solidarity, Dinkar Mangleek, Divya Khilnani, DS Puri Foundation, Everest Blower Systems Private Limited, Frontline Securities Limited, Gail India Limited, Ganga Acrowools Ltd, Geeta Kampani, Give Foundation, Indra Sen, Inner Wheel Club of Delhi (Main Charitable Trust), Jagdish Lal Satija, Janak Kampani, Jayawant Keshan Dadkar, Jitendra Agarwalla, KIIT International School, Kumtha Ananda Pandurang, Lemon Tree Hotels Limited, Madhu Chawla, Madhu Chawla Design Trend Pvt Ltd, Mamata Nathan, MJS Foundation, M/s Carnation Hotels Pvt Ltd, M/S Sona Devi Ganpat Rai Gupta Memorial Trust, Merry Barua, Mohatta Foundation, Mr. Rajan Venkatachalam, Mrs Jayashree Kundu, Ms Leena Das Shah, Lemontree Hotels, Multani Pharmaceuticals Limited, Nagarro Software, Neeru Pal, New Modern Bazar Departmental Stores P. Ltd, NV Distilleries and Breweries Pvt Ltd., Online Giving Foundation, Pradeep Kumar Rustag, Purva Khandelwal, Rajat Kapoor, Rajdipa Behura, Rama Sabharwal, Reeta Sabharwal, Rita Soni, Rosmerta Safety Systems Ltd, Rotary Southend Next Foundation, Sahara Means Support, Saathire Social Impact Solutions (Give India), Sai Expo Fab Pvt Ltd, Sangeeta Bahadur, Shakti Pal Aadhar No. : 763612896847, Sharmila Padma Gopal, Shine Carbon and Chemicals Pvt Ltd, Shiwanand, Shikha Gupta, Shikha Nag, Shivani Mangleek, Simmi Embroidery, SK Das, SK Das Associated ARC, Sreshta Suresh, Sudipto Mundle, Tajsats Air Catering Ltd, The India Sponsor Foundation, The UK Online Giving, The UK Online Giving Foundation, Unified Credit Solutions Pvt Ltd, United Way of Delhi, Vishal Gupta, Vivek, Wednesday Charity Club, World Learning India Pvt Ltd, WS Atkins India Pvt Ltd

Volunteers

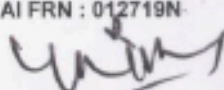
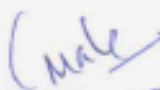
Dr Ashish Sabharwal, Joginder Katiyal, Dr Stitodhi Mukherjee, Dr Shelly, Ruchika, Ravi Kumar, Dr Geeta Bhagat, Radha, Wasif, Dhruv, Abhay Nath, Padmaja, Sophia, Monika, Shreya, Preyaksha, Dhanika, Esha, Archana, Prisha, Lavanya, Sami, Thuhin, Deep

FINANCIALS

BALANCE SHEET AS AT 31 MARCH 2025

FUNDS AND LIABILITIES	Sch No.	As at 31.03.2025	As at 31.03.2024
I SOURCES OF FUNDS			
Capital Fund	1	15,47,71,542	16,29,55,561
Corpus Fund	2	3,76,99,093	3,41,01,343
Reserve Fund	3	3,47,47,427	2,78,20,818
Specific Purpose Grants	4	1,79,92,264	88,00,064
TOTAL		24,52,10,326	23,36,77,786
II APPLICATION OF FUNDS			
Fixed Assets	5	15,47,71,542	16,29,55,561
Investments in Fixed Deposits	6	8,51,84,104	6,20,93,322
Current Assets, Loans & Advances and Other Current Assets			
Cash and Bank Balances	7	75,10,986	1,38,75,971
Loans and Advances	8	15,72,079	11,39,051
Other Current Assets	9	46,65,441	36,51,183
		1,37,48,506	1,86,66,205
Less: Current Liabilities and Provisions	10	(84,93,826)	(1,00,37,302)
Net Current Assets		52,54,680	86,28,903
TOTAL		24,52,10,326	23,36,77,786
III Accounting Policies and Notes on Accounts	16		
In terms of our attached report of even date.			
For Nagpal Nagpal and Associates (Chartered Accountants) ICAI FRN : 012719N		For and on behalf of Action for Autism	
 Vinod K Nagpal (Partner) M. No. 014099		 Gopal Kale Treasurer	
		 Reeta Sabharwal Secretary	
UDIN: 25014099BMUIJG3334 Place: New Delhi Dated: 14/08/2025			

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

PARTICULARS	Sch No.	For the year ended 31.03.2025		For the year ended 31.03.2024	
I INCOME					
Program Receipts:					
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	11	2,52,84,496		2,35,55,776	
Income out of Specific Purpose Grants (to the extent utilised during the year)	4	1,81,82,405	4,34,66,901	1,34,72,756	3,70,28,532
Donation Income			41,71,402		25,31,714
Interest Income	12		50,64,896		38,15,611
Other Income	13		41,707		13
TOTAL			5,27,44,906		4,33,75,870
II EXPENDITURE					
Program Expenses:					
Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities	14		4,33,56,934		3,95,07,217
Administrative Expenses	15		22,47,684		22,96,471
Depreciation	5				
For the year		93,64,864		99,53,512	
Less: Met out from Capital Fund		(93,64,864)	-	(99,53,512)	-
Transfer to/ from Capital Fund (Assets purchased from own sources net of Sale of Assets)			2,13,679		7,03,421
TOTAL			4,58,18,297		4,25,07,109
III Surplus / (Deficit) for the year carried to Reserve Fund			69,26,609		8,68,761
IV Accounting Policies and Notes on Accounts		16			
In terms of our attached report of even date.					
For Nagpal Nagpal and Associates (Chartered Accountants) ICAI FRN : 012719N			For and on behalf of Action for Autism		
 Vinod K Nagpal (Partner) M. No. 014099 UDIN: 25014099BMUIJG3334 Place: New Delhi Dated: 14/08/2025			 Gopal Kale Treasurer		
			 Reeta Sabharwal Secretary		
					

STATEMENT OF RECEIPT AND PAYMENT FOR THE YEAR ENDED 31 MARCH 2025

PARTICULARS	AMOUNT IN RUPEES	PARTICULARS	AMOUNT IN RUPEES
Opening Balance			
Cash in Hand	1,04,208		
Bank Balance with Schedule Banks			
in Saving Bank Accounts	1,37,71,763		
in Fixed Deposits	6,20,93,322		
	7,59,69,293		
Program Receipts		Program Expenses	
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	2,48,65,918	Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities	4,54,28,861
Receipts for Specific Purpose Grant	2,83,41,770		
	5,32,07,688		
Donation Income		Administrative Expenses	23,58,781
Donation Corpus Fund	35,97,750		
Donation Non-Specific Purpose	41,63,852	Purchase of Fixed Assets	11,80,845
	77,61,602		
Interest Income (Net of TDS)	42,65,385	Closing Balance	
Other Income	41,707	Cash in Hand	77,154
	43,07,093	Bank Balance with Schedule Banks	
		in Saving Bank Accounts	74,33,832
		in Fixed Deposits	8,51,84,104
			9,26,95,090
Security Deposit Received (Net of Payments)	(30,000)		
	(30,000)		
Income Tax Refund Received (Including Interest)	4,47,900		
	4,47,900		
Total	14,16,63,577	Total	14,16,63,577

For Nagpal Nagpal and Associates
(Chartered Accountants)
ICAI FRN : 012719N

Vinod K Nagpal
(Partner)
M. No. 014099
UDIN: 25014099BMUIJG3334
Place: New Delhi
Dated: 14/08/2025



For and on behalf of Action for Autism

Gopal Kale
Treasurer

Reeta Sabharwal
Secretary





REHABILITATION COUNCIL OF INDIA



Registered with:

Societies Registration Act XXI 1860

Government OF NCT of Delhi, Department of Social Welfare, Rule 22(8)(a), Delhi
Rights of Persons with Disabilities Rules 2018

Foreign Contribution Regulation Amendment Act 2020

All contributions are tax deductible under S80G of the Income Tax Act 1961



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THE NATIONAL CENTRE FOR AUTISM
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