

# A BILL

## FOR

AN ACT TO ENSURE FULL INTEGRATION OF NIGERIANS WITH DISABILITY INTO THE SOCIETY AND ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST THEM, 2016

*Sponsored by Hon. Ochiglegor Idagbo*

[ ] Commencement

BE IT ENACTED by the National Assembly of the Federal Republic of Nigeria as follows-

1 PART 1 - PROHIBITION OF DISCRIMINATION AND HARMFUL TREATMENT

2 1.-(1) No person with disability shall be discriminated against on  
3 the ground of his or her disability by any person or institution in any manner  
4 or circumstance whatsoever.

Prohibition of  
discrimination  
penalty

5 (2) Any person in contravention of the provision of subsection (1)  
6 of this section is liable to:

7 (a) if a corporate body, a minimum of N250,000 damages payable  
8 to the affected person with disability; and

9 (b) if an individual, a minimum of N100,000 damages payable to  
10 the affected Person with disability, or 6 months imprisonment or both.

11 2.-(1) No person with disability shall be subjected to prejudices or  
12 harmful practices, including those based on sex, age or tradition, in any area  
13 of life.

Prohibition of  
harmful treatment  
penalty

14 (2) Any person in contravention of subsection (1) of this section is  
15 liable to:

16 (a) if a corporate body, a minimum of N250,000 damages payable  
17 to the affected person with disability; and

18 (b) if an individual, a minimum of N100, 000 damages payable to  
19 the affected person with disability or one year imprisonment, or both.

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## PART II - AWARENESS

Awareness

2           3. Every media house, institution or establishment, licensed to  
3 operate in Nigeria, shall make provisions in its programmes for:

4           (a) awareness raising, regarding persons with disabilities, their rights,  
5 respect and dignity;

6           (b) promotion of awareness of the capabilities, achievements and  
7 contributions of persons with disabilities to the society;

8           (c) promotion of awareness training programmes regarding persons  
9 with disabilities.

10

## PART III - ACCESSIBILITY OF PHYSICAL STRUCTURES

Private houses  
right to access

11           4. A person with disabilities shall have the right and necessary  
12 facilities to access the physical environment and buildings on an equal basis  
13 with others.

Accessibility aids  
in public buildings

14           5. No public building shall be constructed without the necessary  
15 accessibility aids such as lift (where necessary), ramps and others that shall  
16 make them accessible and usable to persons with disabilities including those on  
17 wheelchairs.

Private house

18           6. A private house owner shall allow a person with disability lawfully  
19 occupying the private owner's house as a tenant to make such access related  
20 modifications to the building as would allow him access his apartment,  
21 provided he is acting in good faith and has given adequate notice to the private  
22 house owner.

Accessibility  
roads and sidewalk

23           7. Roads, side walks, pedestrian crossing and all other facilities made  
24 for public use shall be made accessible to and usable by persons with  
25 disabilities including those on wheelchairs.

Transitory period

26           8. From the date of the commencement of this Bill, there shall be a  
27 transitory period of 2 years within which all public buildings, roads, Pedestrian  
28 crossings and all other structures which were inaccessible to persons with  
29 disabilities shall be modified to be accessible to and usable by persons with  
30 disabilities including those on wheelchairs.



1           (2) Lifts, ramps and all other accessibility equipment in or for  
2 vehicles, and at parks or Bus Stops shall be maintained in operational  
3 condition.

4           (3) There shall be regular and frequent maintenance of all  
5 accessibility aids and equipment, and defective ones shall be promptly repaired  
6 or replaced

7           (4) Before a person with disability boards or alights from a vehicle,  
8 the driver shall ensure that the vehicle completely pulls up.

9           (5) When a person with disability intends to board a vehicle, all other  
10 intending passengers shall wait for him or her to board before them.

Waiver of charges  
on assistive devices

11           **12.** Wheelchairs, crutches, guide canes (for the blind), braces and any  
12 other mobility aid and appliance or assistive device used by a passenger with  
13 disability shall not be subject to charges, provided they are not carried in  
14 commercial quantities and for commercial purpose.

Loading of  
assistive devices

15           **13.** Wheelchairs, crutches, guide canes (for the blind), braces and any  
16 other mobility aid and appliance or assistive device used by a person with  
17 disability on board a vehicle shall be off loaded before other luggage, and  
18 returned to the said person with disability before or as soon as he or she is ready  
19 to alight from the vehicle.

Right to drive

20           **14.** A person with disability shall have the right to drive any vehicle  
21 provided that:

22           (a) his or her disability is not proved to reasonably impede his ability  
23 to drive; or

24           (b) the vehicle is so modified as to enable him or her safely drive  
25 it.

Reservations

26           **15.**-(1) At parking lots, suitable spaces shall be properly marked and  
27 reserved for persons with disabilities.

28           (2) For a person with disability to be entitled to the use of the reserved  
29 spaces in subsection (1) his or her car shall have been properly identified with  
30 the necessary insignia.





1	<b>26.</b> The provisions of sections 18-25 shall apply, with the	Application of provision of sections 21 to 28 to other means of transportation
2	necessary modification, to other means of transportation.	
3	<b>PART VIII - ACCESS TO TECHNOLOGY</b>	
4	<b>27.</b> Companies or persons whose services or products are	Obligation of technology related companies
5	technology based or technology related shall ensure that their goods and	
6	services are accessible to and usable by all categories of persons with	
7	disabilities.	
8	<b>28.</b> Television stations shall take steps to ensure that their video	Close caption in video presentation
9	presentations are accompanied by close caption for the particular benefit of	
10	persons with hearing disabilities.	
11	<b>29.</b> Telecommunication companies shall ensure that their services	Obligation of Telecommunication companies
12	and products incorporates adequate assistive technology, particularly, but	
13	not limited to, telecommunications relay services to enhance the	
14	accessibility of their goods and services to persons with hearing and vocal	
15	disabilities.	
16	<b>30.</b> Within the transitory period provided in section (10),	Transitory period and assistive technology
17	companies or persons whose services or products are technology based or	
18	technology related shall adopt assistive technologies in all their services and	
19	products.	
20	<b>PART IX - CHILDREN WITH DISABILITIES</b>	
21	<b>31.-(1)</b> Parents and guardians of children with disabilities shall	Duties of parents, guardians and government
22	ensure that such children, both within and outside the home, are free from all	
23	forms of neglect, exploitation, violence and abuse, including their gender	
24	based aspects.	
25	<b>(2)</b> Government shall also take all appropriate measures to prevent	
26	all forms of exploitation, violence and abuse by ensuring, inter alia,	
27	appropriate forms of gender and age sensitive assistance and support for	
28	persons with disabilities and their families and care-givers, including the	
29	provision of information and education on how to avoid, recognize and	
30	report instances of neglect, exploitation, violence and abuse,	

1 (3) In order to prevent the occurrence of all forms of exploitation,  
2 violence and abuse, all facilities and programmes designed to serve persons  
3 with disabilities shall be effectively monitored.

4 (4) Government shall take all appropriate measures to promote the  
5 physical, cognitive and psychological recovery, rehabilitation and social  
6 reintegration of persons with disabilities who become victims of any form of  
7 exploitation, violence or abuse, including through the provision protection  
8 services. Such recovery and reintegration shall take place in an environment  
9 that fosters the health, welfare, self respect, dignity and autonomy of the  
10 persons and takes into account gender and age specific needs.

Children right to  
education

11 **32.** Parents or guardians of children with disabilities shall ensure that  
12 such children get educated to at least the completion of secondary  
13 education.

Right to equal  
treatment

14 **33.-(1)** Children with disabilities shall be entitled to at least equal  
15 rights, treatment, recreation, maintenance and training with other children in  
16 the family.

17 (2) No child shall be concealed, abandoned, neglected or segregated  
18 on the basis of his or her disability.

19 (3) Children with disabilities shall be registered immediately after  
20 birth and shall have the right to:

21 (a) a name;

22 (b) acquire a nationality;

23 (c) know and be cared for by, their parents; and

24 (d) free and continual medical treatment in any public health  
25 institution.

Contravention of  
section 33

26 **34.** Any person in contravention of section 34 shall be liable to 6  
27 months imprisonment.

Information and  
support for children

28 **35.** Government shall undertake to provide early and comprehensive  
29 information, services and support to children with disabilities and their  
30 families.



1	<b>36.-(1)</b> Subject to subsection (2), no child shall be separated from	Prohibition of
2	his parents on the basis of a disability of either the both parents.	separation of
3	<b>(2)</b> For the purposes of medical treatment, rehabilitation, training	children from
4	or general improvement, a child with disability may be temporarily	parents
5	separated from his or her parents.	
6	<b>37.</b> The relevant authority shall, where the immediate family is	Alternative to
7	unable to care for a child with disabilities, provide and sponsor alternative	family care
8	care within any reasonable family setting.	
9	<b>38.</b> Children with disabilities shall have the right to express their	Children freedom
10	views freely on all matters affecting them, their views being given due	of expression
11	weight in accordance with their age and maturity, on an equal basis with	
12	other children, and to be provided with disability and age appropriate	
13	assistance to realize that right.	
14	<b>39.</b> In all matters concerning children with disabilities, the best	Best interest of
15	interests of the child shall be the primary consideration.	the child
16	<b>PART X - RIGHT TO LIFE AND PROTECTION</b>	
17	<b>40.</b> Persons with disabilities have the inherent right to life and are	Right to life
18	entitled to the effective enjoyment of this right on an equal basis with	
19	others.	
20	<b>41.-(1)</b> In all situations of risk, including situations of violence,	Situation of risk
21	emergencies and the occurrence of natural disasters:	and humanitarian
22	<b>(a)</b> Government shall take all necessary steps to ensure the safety	emergencies
23	and protection of persons with disabilities taking cognizance of their	
24	peculiar vulnerability;	
25	<b>(b)</b> Individuals who are in the position shall accord persons with	
26	disabilities the maximum assistance within their ability.	
27	<b>42.-(1)</b> In queues, persons with disabilities shall be given first	Service at queues
28	consideration, and as much as possible should be attended to outside the	
29	queue	
30	<b>(2)</b> Any person in breach of this section shall be liable to 6 months	Penalty

1 imprisonment or fine of N50,000 or both.

2 PART XI - LIBERTY

Liberty

3 **43. Persons with disabilities, on an equal basis with others shall:**

4 (i) Enjoy the right to liberty and security of person;

5 (ii) Not be deprived of their liberty unlawfully or arbitrarily, and that

6 the existence of a disability shall in no case justify a deprivation of liberty

7 Freedom from torture or cruel, inhuman or degrading treatment or

8 punishment.

Prohibition of  
unlawful  
experimentation

9 **44.-(1) No person with disability shall be subjected to:**

10 (a) without his or her free consent, medical or scientific

11 experimentation; or

12 (b) torture, or cruel or inhuman or degrading treatment or punishment.

Penalty

13 (2) Any person in contravention of this section shall be liable to

14 payment of N100,000 damages to the affected person with disability.

Prohibition of use  
of persons with  
disabilities

15 **45.-(1) No person shall employ, use or involve a person with**  
16 **disability in begging.**

17 (2) Any person in contravention of subsection (1) of this section shall

Penalty

18 be liable to 6 months imprisonment or a fine of N50,000.

Protection of  
integrity

19 **46. Every person with disability has a right to respect for his or her**  
20 **physical and mental integrity on an equal basis with others.**

21 PART XII - COMMUNAL LIFE

Freedom of  
movement

22 **47. Persons with disabilities shall have the liberty of movement**

23 **within or out of the country, and freedom to choose their residence on an equal**

24 **basis with others.**

Living  
independently  
of others

25 **48. Persons with disabilities shall have the right to:**

26 (a) live in the community, with choices equal to others;

27 (b) full enjoyment of their rights and full inclusion and participation

28 in the community, including choosing their place of residence and where and

29 with whom they live on an equal basis with others;

30 (c) support services, including personal assistance necessary to

1 support living and inclusion in the community.

2 49. Except on medical ground or in accordance with the provisions  
3 of the Constitution of the Federal Republic of Nigeria, a person with  
4 disability shall not be isolated or segregated from the community or  
5 compelled to live in a particular area.

Prohibition of  
segregation

6 PART XIII - PERSONAL MOBILITY

7 50.-(1) Government shall take effective measures to ensure  
8 personal mobility with the greatest possible independence for persons with  
9 disabilities.

Government  
provision of  
assistive devices

10 (2) Government shall:

11 (a) provide mobility assistive devices for persons with disabilities  
12 at subsidized price or free for the indigent;

13 (b) facilitate access by persons with disabilities to quality mobility  
14 aids, assistive devices, and other assistive technologies;

15 (c) provide training in mobility skills to persons with disabilities  
16 and to specialist staff working with persons with disabilities;

17 (d) encourage corporate bodies and individuals producing  
18 assistive devices and providing assistive technologies to take into account  
19 all aspects of mobility for persons with disabilities.

20 PART XIV - FREEDOM OF EXPRESSION AND OPINION AND ACCESS TO  
21 INFORMATION

22 51.-(1) Persons with disabilities shall have freedom of expression  
23 and opinion, including the freedom to seek, receive and impart information  
24 and ideas on an equal basis with others and through any means of  
25 communication of their choice.

Freedom of  
expression and  
opinion, and  
access to  
information

26 (2) Governments and persons (whether natural or artificial) shall:

27 (a) provide information intended for the general public to persons  
28 with disabilities in accessible formats and technologies appropriate to the  
29 different kinds of disabilities timely and without additional cost;

30 (b) accept and facilitate the use of sign languages, Braille,

1 augmentative and alternative communication, and all other means, of special  
2 communication in all interactions.

3 PART XV - MARRIAGE, FAMILY AND PRIVACY

Respect of privacy

4 **52.** No person with disabilities, regardless of place of residence or  
5 living arrangements, shall be subjected to arbitrary or unlawful interference  
6 with his or her privacy, family, home or correspondence or other types of  
7 communication or to unlawful attacks on his or her honour and reputation.

8 PART XVI - EDUCATION

Right to free  
education

9 **53.**-(1) Every person with disability shall have an unfettered right to  
10 education without discrimination or segregation in any form.

11 (2) Persons with disabilities shall be entitled to free education at  
12 levels in all public educational institutions.

13 **54.**-(1) All schools whether pre-primary, primary, secondary or  
14 inclusiveness of education tertiary, shall be run to be inclusive of and  
15 accessible to persons:

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

18 (b) program for continued training of personnel catering for persons  
19 with disabilities;

20 (c) special facilities for the effective education of persons with  
21 disabilities;

22 (d) programs for cooperation and collaboration with relevant  
23 authorities, institutions or associations to ensure early and co ordinate  
24 education of persons with disabilities.

25 (2) Interaction and exchange between children with disabilities in  
26 special schools and children in ordinary schools shall be promoted

Establishment of  
vocational centers

27 **55.**-(1) Government shall establish inclusive vocational training  
28 centres in every local government area of the federation.

29 (2) Free or at least subsidized continuing training shall be made  
30 available for professionals and staff in rehabilitation services.



	1	case of an existing or obvious disability, Certificate of Disability shall be
	2	unnecessary.
	3	(4) The forms of Temporary Certificate of Disability and Permanent
	4	Certificate of Disability shall be as near that form as circumstances admit.
Provision of special communication at hospitals	5	<b>60.</b> Any hospital where a person with communicational disability is
	6	medically attended to shall ensure provision for special communication.
Waiver of charges on assistive devices	7	<b>61.</b> The purchase, importation, transfer or gift of assistive devices or
	8	health materials to persons with disability shall not be subject to any tax, duties,
	9	surcharges or any levies whatsoever.
Equal right to work	10	<b>62.</b> Persons with disabilities shall have the right to work, on an equal
	11	basis with others; this includes the right to opportunity to gain a living by work
	12	freely chosen or accepted in a labour market and work environment that is
	13	open.
Prohibition of discrimination	14	<b>63.-(1)</b> No employer or his agent or purported agent shall
	15	discriminate against a person with disability in any manner whatsoever and in
	16	particular but not limited to:
	17	(a) job application procedure;
	18	(b) the terms and conditions of employment;
	19	(c) denying the employee access or limiting the employee's access to
	20	opportunity for promotion, advancement, transfer or training, or to any other
	21	benefit associated with employment;
	22	(d) on the job training;
	23	(e) accommodation, where applicable;
	24	(f) employee compensation;
	25	(g) dismissal mainly on the ground of disability; or
	26	(h) subjecting the employee to any other detriment.
Penalty	27	(2) Any person in breach of this section shall be personally liable to
	28	damages of N50,000 payable to the affected person with disability.
	29	(3) Where a company is in breach of this section:
	30	(a) the company shall be liable to N250,000 damages payable to the

1 affected person with disability, and

2 (b) any principal officer of the company involved in the violation  
3 shall be liable to N100,000 damages payable to the affected person with  
4 disability.

5 **64.**-(1) No person or corporate body shall subject a person with  
6 disability to slavery or servitude, forced or compulsory labour or undue  
7 disadvantage in any form.

Prohibition of  
forced or  
compulsory labour

8 (2) Any person in breach of this section shall be liable to N100,000  
9 payable to the affected person with disability.

Penalty

10 (3) Where a corporate body is in breach of this section-

11 (a) it shall be liable to N500,000 payable the affected person with  
12 disability; and

13 (b) any principal officer involved in the violation shall be liable to  
14 N100,000 payable to the affected person with disability.

15 **65.** Government shall take steps to ensure the self reliance of  
16 persons with disabilities and accordingly give adequate assistance to  
17 persons with disabilities who desire to be self employed.

Self reliance of  
persons with  
disabilities

18 **66.**-(1) No employee shall be relieved of his employment on the  
19 ground of disability sustained during his employment.

Job security

20 (2) An employer of labour whose employee sustained a disability  
21 during his employment shall:

22 (a) retain and re train the employee to still be effective in the  
23 employment; or

24 (b) pay him off with a sum that is not less than the aggregate value  
25 of his 48 months salary, if his disability is of such degree that permanently  
26 renders him unable to discharge his function or any other function that may  
27 be assigned to him in the employment;

28 (c) in the case of paragraph (b), if the disability is sustained in the  
29 course of the employment, the employee's compensation shall not be less  
30 than the aggregate value of his 60 months salary.

1 (3) Government should assist employers of persons with disabilities  
2 in providing the necessary facilities and enabling environment for the  
3 employee with disability to function maximally.

4 PART XVIII - ADEQUATE STANDARD OF LIVING AND SOCIAL PROTECTION

Good standard  
of living

5 **67.**-(1) All levels of government shall take appropriate steps to ensure  
6 that persons with disabilities have good standard of living for themselves and  
7 their families, including adequate food, clothing and housing, and to the  
8 continuous improvement of living conditions.

Special  
consideration

9 **68.** All levels of government shall give special consideration to  
10 persons with disabilities in all welfare, social development, poverty in  
11 Government policies reduction and other programs.

Accommodation

12 **69.** Where accommodation is being provided by schools for their  
13 students; employers for their employees; service providers .for their  
14 customers; organisations for their members; government for the people and in  
15 any other circumstance whatsoever, persons with disabilities shall be given  
16 first consideration.

17 PART XIX - PARTICIPATION IN POLITICS AND PUBLIC LIFE

Participation in  
politics

18 **70.** Persons with disabilities shall be encouraged to fully participate  
19 in politics and public life directly or through freely chosen  
20 representatives.

Electoral  
procedures

21 **71.**-(1) The Electoral authority shall ensure that-

22 (a) registration and voting procedures, facilities and materials are  
23 appropriate, accessible and easy to understand and use by persons with  
24 disabilities;

25 (b) registration venues and polling stations are accessible to persons  
26 with disabilities.

27 (2) Persons with disabilities shall have the right to vote in elections  
28 and public referendums without intimidation, and to stand for elections, to  
29 effectively hold office and perform all public functions at all levels of  
30 government;



1 (3) Persons with disabilities shall be unfettered in the exercise of  
2 their franchise, and to this end, where necessary, at their request, shall be  
3 allowed to be assisted in voting by a person of their own choice;

4 (4) Government shall actively promote an environment in which  
5 persons with disabilities can effectively and fully participate in:

6 (a) the conduct of public affairs, without discrimination;

7 (b) non governmental organizations and associations concerned  
8 with the public and political life of the country; and

9 (c) activities and administration of political parties.

10 72. Political parties shall ensure that persons with disabilities  
11 vying for elective political offices receive maximum support from the  
12 party.

Assistance for  
persons with  
disabilities  
seeking elective  
offices by politics

13 PART XX - PARTICIPATION IN CULTURAL LIFE, RECREATION, LEISURE

14 AND SPORT.

15 73. The right of persons with disabilities to take part on an equal  
16 basis with others in cultural life is hereby guaranteed, and accordingly  
17 government shall take all appropriate measures to ensure that persons with  
18 disabilities:

Right to cultural  
life

19 (a) enjoy access to cultural materials in accessible formats;

20 (b) enjoy access to television programmes, films, theatres and  
21 other cultural activities, in accessible formats;

22 (c) enjoy access to places for cultural performances or services,  
23 such as theatres, museums, cinemas, libraries and tourism services, and, as  
24 far as possible, enjoy access to monuments and sites of national cultural  
25 importance.

26 74. Government shall take appropriate measures to enable  
27 persons with disabilities to have the opportunity to develop and utilize their  
28 creative, artistic and intellectual potential, not only for their own benefits,  
29 but also for the enrichment of the society.

Opportunities to  
develop potential

Access to cultural material

1                   **75.** Government shall take all appropriate steps, in accordance with  
2 international law, to ensure that intellectual property laws and practices do not  
3 constitute an unreasonable or discriminatory barrier to access by persons with  
4 disabilities to cultural materials.

Recognition of linguistic identities

5                   **76.** Persons with disabilities shall be entitled, on an equal basis with  
6 others, to recognition and support of their specific cultural and linguistic  
7 identities, including sign languages and deaf culture.

Development of special sports

8                   **77.** With a view to enabling persons with disabilities to participate on  
9 an equal basis with others in recreational, leisure and sporting activities,  
10 government shall take appropriate measures:

11                   (a) to encourage and promote the participation, to the fullest extent  
12 possible, of persons with disabilities in mainstream sporting activities at all  
13 levels;

14                   (b) to ensure that persons with disabilities have an opportunity to  
15 organize, develop and participate in disability specific sporting and  
16 recreational activities and, to this end-

17                   (i) encourage the provision, on an equal basis with others, of  
18 appropriate instruction, training and resources;

19                   (ii) to ensure that persons with disabilities have access to sporting,  
20 recreational and tourism venues; and

21                   (iii) to ensure that children with disabilities have equal access with  
22 other children to participation in play, recreation and leisure and sporting  
23 activities, including those activities in the school system.

24                   PART XXI - INTERPRETATION

Interpretation

25                   **78.**-(1) In this Bill, unless it is otherwise expressly provided:

26 "Accommodation" (in the context of housing) includes residential or business  
27 accommodation;

28 "Accommodation" (in the context of consideration to be extended to persons  
29 with disability) includes steps, measures, facilities and technology to facilitate  
30 their inclusion in various facets of life as envisaged by this Bill;

- 1 "Auxiliary aid" means equipment (other than a palliative or therapeutic  
2 device) that provides assistance to a person with disability to alleviate the  
3 effects of the disability;
- 4 "Club" includes an association (whether registered or not, incorporate or  
5 incorporated) of persons associated together for social, literacy, cultural,  
6 political, sporting, athletic or other purposes that provides and maintains its  
7 facilities, in whole or in part, from the funds of the association;
- 8 "Commission agent" means a person who does work for another person as  
9 the agent of that other person and who is remunerated, whether in whole or  
10 in part;
- 11 "Disabled" means having a disability;
- 12 "Discrimination" means differential treatment, and its verbs and infinite  
13 form (discriminate, to discriminate) have the corresponding signification;
- 14 "Document" includes any books, register or other record of information,  
15 however compiled, recorded or stored;
- 16 "Educational authority" means a body of person(s) administering an  
17 educational institution;
- 18 "Educational institution" means a school, college, university or other  
19 institution at which education or training is provided;
- 20 "Employee" includes applicant or prospective employee, commission  
21 agent, contract worker, independent contractor, or person applying to be  
22 commission agent, contract worker or independent contractor;
- 23 "Employer" includes prospective employer, principal and a person who  
24 engages or proposes to engage a commission agent, contract worker or  
25 independent contractor;
- 26 "Employment agency" means any persons who, or body that, whether for  
27 payment or not, assist persons to find employment or other work or assists  
28 employers to find employees or workers;
- 29 "Function" includes duty;
- 30 "Government employee" means a person who is appointed, employed or

1 engaged in the public service of, or by a public authority of the Federation, a  
2 State, the Federal Capital Territory or a Local government, or holds an  
3 administrative office;

4 "Instrumentality of a State" means a body or authority established for a public  
5 purpose by a Law of a State and includes a Local Government body;

6 "Person" includes natural, artificial, juristic or juridical persons, companies,  
7 enterprises, firms, organisations, association, government departments,  
8 ministries, parastatals;

9 "Person with disability" means a person who has received preliminary or  
10 permanent certificate of disability to have condition which is expected to  
11 continue permanently or for a considerable length of time which can  
12 reasonably 'be expected to limit the person's functional ability substantially,  
13 but not limited to seeing, hearing, thinking, ambulating, climbing, descending,  
14 lifting, grasping, rising, and includes any related function or any limitation due  
15 to weakness or significantly decreased endurance so that he cannot perform his  
16 everyday routine, living and working without significantly increased hardship  
17 and vulnerability to everyday obstacles and hazards;

18 "President" means President and Commander in Chief of the Armed Forces of  
19 the Federal Republic of Nigeria;

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

22 "Principal" means:

23 (a) in relation to commission agent a person for whom the  
24 commission agent does work as a commission agent,

25 (b) in relation to contract worker a person for whom the contract  
26 worker does work under a contract between the employer of the contract  
27 worker and the person;

28 "Public Building" means any building where entry to members of the public is  
29 not restricted;

30 "Relative" in relation to a person, means a person who is related to the first

1 mentioned person by blood, marriage affinity or adoption;  
2 "Special Facilities" means any provision whether movable or immovable  
3 that will enhance easy access and enjoyment in public buildings by persons  
4 with disability;  
5 "State" means each of the States 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 (2) This Bill includes any regulation made hereunder-

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

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

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

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

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

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

28 79. This Bill may be cited as Nigerians with Disabilities Bill, Citation  
29 2016.

