ACTION FOR AUTISM

National Centre for Autism India

ANNUAL REPORT



2025-2026

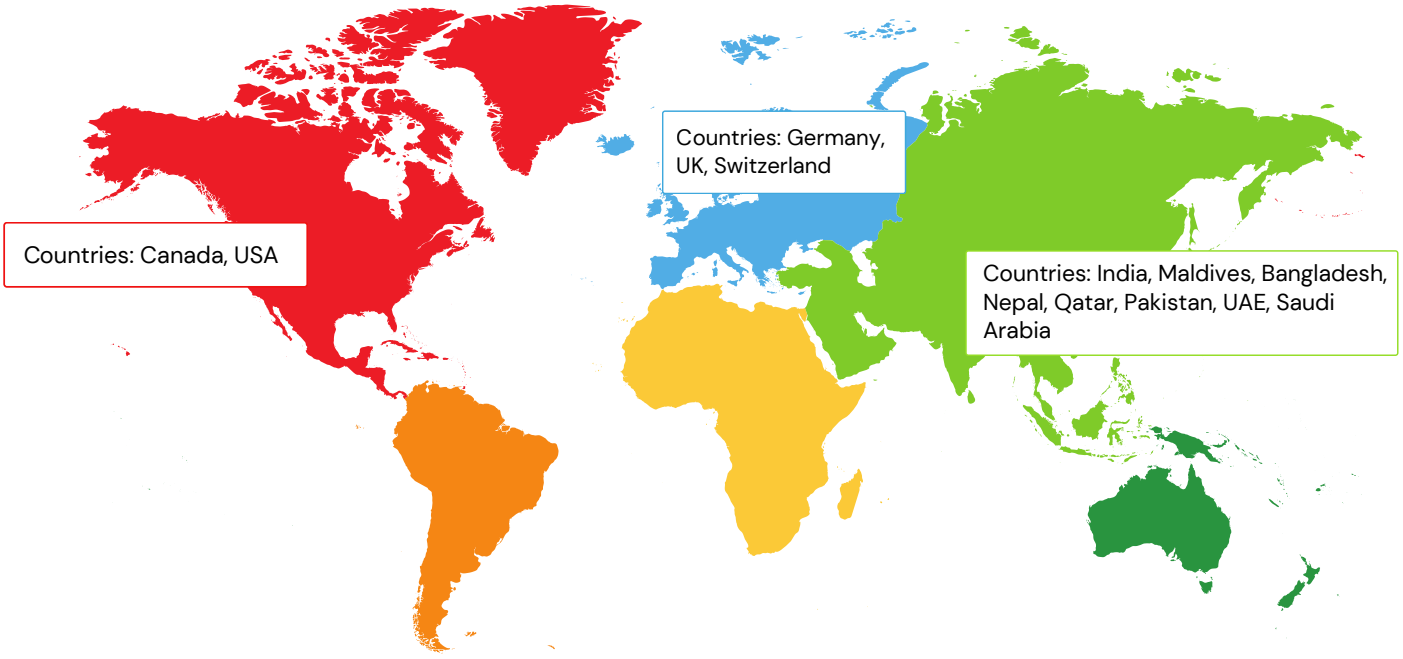


Our Mission

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

- AFA received the **Vedanta Delhi Half Marathon Philanthropy Award** and the **Leher Foundation Social Welfare Award** in recognition of its work
- Hosted **Autistic-Led Conversations, a webinar series** featuring autistic professionals, entrepreneurs and researchers discussing employment, education, gender, sexuality and identity
- One of our adults received an **Amazon Recognition Award** for his dedication and performance at work
- Launched group and individual **IT training programmes** covering MS Office, digital safety, creative coding and data skills, with personalised, self-paced learning
- Launched **Diagnosing Autism in Adulthood**, an online professional training programme focused on neurodiversity-affirming adult autism assessment and co-occurring conditions.

3908

Clinical Sessions conducted

4020

Professionals, parents, students trained



CLINICAL SERVICES

Assessments, Interventions & Counselling

Our Clinical Services are dedicated to offering thorough assessments for early and accurate diagnosis of Autism Spectrum Disorder (ASD) in children and adults. We evaluate functional skills to deliver comprehensive sensory assessments, and focus on teaching essential social, communication, cognitive, and adaptive living skills. Our goal is to foster independent functioning, enabling individuals to lead self-sufficient daily lives within a structured learning environment.

Number of

- ***Diagnostic Assessment - 45***
- ***Special Education Counseling - 149***
- ***Occupational Therapy Counseling - 7***
- ***Special Education Intervention - 1622***
- ***Intervention & Counseling for adults - 788***
- ***Occupational Therapy Intervention- 1158***
- ***Computer Intervention - 99***
- ***Functional Skills Assessment - 37***
- ***Extended Programme - 3***



When S, then 15, began working with us, he found it difficult to remain seated or engage with learning materials for more than a few minutes. With patient, structured support and familiar, functional learning materials, he gradually developed greater attention and engagement. What began with reading the MRP on everyday packages grew into learning to recognise functional signs, currency and digital time.

Today, S participates in full sessions, types independently in MS Word and has developed greater independence in daily routines. One of his most meaningful milestones has been learning to communicate when he needs a break by saying, “bean bag jaana hai.” His progress reflects the value of individualised, meaningful learning in building communication, participation and everyday independence.



OPEN DOOR SCHOOL

Open Door School

16
ENROLMENTS

Weekly shopping trips were scheduled **in collaboration with Smart Bazaar** Retail in an autism friendly environment

Experiential trips to Rail Museum and Arwa Stables were organised

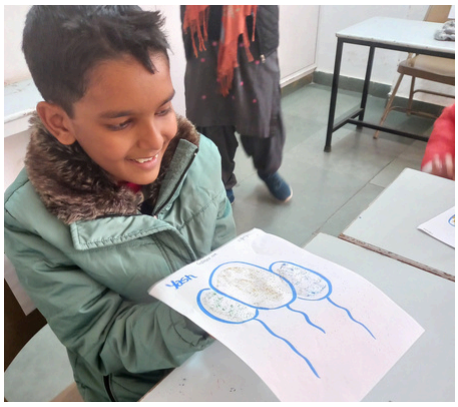
Parent Volunteers, Professionals and Interns from educational institutes like Delhi University, Jamia Millia Islamia, Amity University, St. Xavier's University, Kolkata, Indira Gandhi National Open University, DAV School, to name a few spent time at Open Door learning how to work with autistic children.

Regular **music and sports classes** are being conducted by experts to ensure holistic development of the students

Zumba classes were conducted by autistic volunteer for the school







Z has always preferred to finish her snack completely before packing her tiffin away. Over time, teachers consistently modelled and reinforced that it is okay to stop eating when she feels full, does not feel like eating, or when snack time ends, and that she can keep the remaining food for later.
With this repeated support, Z has gradually become more flexible around her snack routine. She now accepts reminders to pack her tiffin without finishing everything and is able to move on to the next activity. This reflects her growing understanding that routines can change and that she can respond flexibly to them.



PARENT CHILD TRAINING PROGRAMME

32
FAMILIES

Parent Child Training Programme

The primary goal of the PCTP is to **help the parent understand their child, his autism and the 'whys' of his autism**, thus empowering the parent to enable the child to learn more effectively.
It also gives the parent the wherewithal to share these learnings with other family members, as well as people who interact frequently with the child.





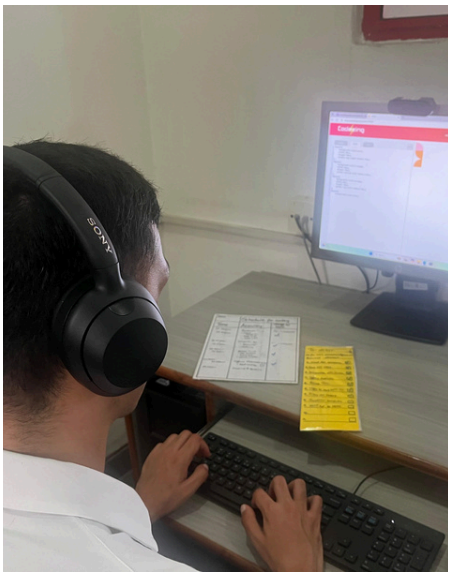
After A's autism diagnosis at 2.5 years, we were overwhelmed and unsure how to support him. Our first PCTP experience in 2020 made such a meaningful difference that we enrolled again years later.

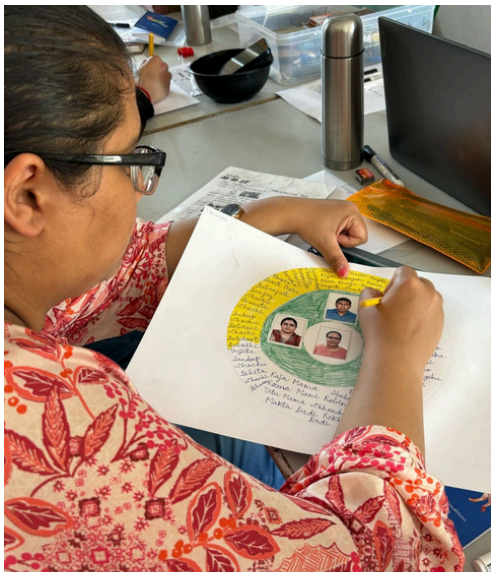
The programme gave us practical tools, a deeper understanding of autism, and the confidence to support A in ways that work for him. Over the years, with AFA's guidance, we have seen him engage more, express himself in new ways and navigate his environment with greater confidence.

PCTP has transformed not only how we support A, but also how we approach our journey as parents—with greater clarity, understanding and confidence.



WORK & EMPLOYMENT







Our work and employment services are guided by the belief that, with appropriate support, accommodations and opportunities, most autistic adults can participate meaningfully and contribute successfully across diverse workplaces and employment settings

Work and employment services at AFA can be categorized as:

- **Vocational Centres:** Supported workplaces in Delhi and Gurugram where autistic adults create and sell handcrafted products, develop work-related skills and earn stipends
- **Employment Readiness Programme:** Builds essential skills for employment, including communication, money and time management, problem-solving, resume writing and interview preparation
- **On-the-Job Training:** Provides guided, hands-on experience in actual workplaces, helping participants learn job responsibilities, routines and workplace expectations
- **Supported Employment:** Individualised assistance with finding and sustaining employment, including self-advocacy, workplace relationships and navigating everyday challenges
- **Retail Training:** Industry-focused training with Sol's ARC and Amazon India, covering retail operations, e-commerce and workplace skills, followed by a paid internship at Amazon
- **Software Testing Training**: Industry-oriented training with Nagarro, NASSCOM and Atypical Advantage, including preparation for ISTQB certification
- **IT Skills Training:** Develops computer literacy, logical thinking, creative coding and foundational digital skills.
- **Employer Engagement:** Sensitisation, inclusive recruitment support and guidance on workplace accommodations to promote sustainable employment.

At a glance,

Individuals placed in job internships	22
Interns placed at our vocational centres	42
Numbers trained in software testing	5
Numbers trained in Employment Readiness Program	10
Numbers trained in Retail Training	4
Numbers in supported employment	4
Number of sensitization trainings	6
Numbers of job offers	4
Numbers trained in basic IT and creative coding	8

Employers associated with AFA

Nestle, Amazon, TajSATS, Nagarro, Sunlife Insurance, Lemontree Hotels, Thomson Reuters, SAP

Beyond Employment: Building Friendships and Community

What began as a WhatsApp group for follow-ups and information sharing among former Employment Readiness Programme (ERP) participants has evolved into a space for lasting friendships.

Four former participants - S, N, P and T - took the initiative to form their own group, regularly interacting through video calls and planning activities together. They recently met in Faridabad to celebrate N's birthday, with their families helping organise the gathering. Their friendships have also extended to cricket matches and visits to each other's homes.

These friendships, sustained independently beyond the programme, highlight an important aspect of ERP's impact. Alongside employment preparation, the programme creates opportunities for social participation, community building and a sense of belonging that extends well beyond the training period.



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 centres on choice, autonomy, meaningful engagement and community participation. Residents pursue activities aligned with their interests, skills and aspirations at the on-site vocational centre, including weaving, crafts, stitching, computer and office work, and gardening. Daily routines also include recreation, fitness and shared household responsibilities, with individualised support to exercise choice, develop skills and live as independently as possible.

Alongside long-term assisted living, Ananda offers flexible, customised short stays for respite. The vocational centre also provides work opportunities for individuals who attend during the day without residing at Ananda.













Community-Driven Fundraising: BTS ARMY India organised a community-led fundraiser, raising valuable funds to support Ananda

Corporate Engagement: Teams from TajSATS, and NielsenIQ visited Ananda for shared activities, celebrations and meaningful exchanges with residents

Exploring New Places: Ananda residents enjoyed a trip to Jaipur, exploring the city and sharing new experiences

Community Participation: Ananda residents joined wedding celebrations in the neighbouring village, strengthening connections with the local community

No. of Residents: 18
No. of interns at Vocational Centre: 20



COMMUNITY SERVICES @ANANDA





Computer classes have **42 enrolled learners**, with plans to expand access further

Physiotherapy services have been introduced at Ananda

An **eye camp at Ananda** provided residents and people from neighbouring villages access to free consultations and subsequent cataract surgeries if recommended

Total patients at community clinic	6371
Patients for general physician	4499
Patients for gynecologist	34
Patients for dentist	94
Patients for ophthalmologist	184
Patients for physiotherapy	1560
Patients went for free cataract surgery	22


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NIKE

TRAININGS

AFA offers year-round practical training for parents, professionals and students, ranging from a few hours to over two years. Grounded in an understanding of autism's diversity across the lifespan, these programmes equip participants to provide effective, individualised support.

Total number of participants in webinars & trainings conducted by AFA	***4020***
No. of students graduated from B.Ed program	***20***
No. of students graduated from D.Ed program	***32***
No. of admissions in B.Ed Program	***11***
No. of admissions in D.Ed program	***35***

Trainings included participants from:
India, UK, Bangladesh, USA, Switzerland, UAE, Maldives, Nepal, Qatar, Saudi Arabia, Pakistan, Qatar

"You are doing a good job!" "You did a good job trying!"

During my internship at Action For Autism, I realised how a few words of encouragement can make someone's day better. Through class time, cooking, ADL and pre-vocational activities, and observing intervention sessions, I gained a new perspective on how neurodivergent children experience the world.

After spending over 240 hours interacting with individuals, I learned that patience, encouragement and meaningful connections can go a long way.

I am grateful to Ms AS, whose warmth and guidance made Blue Class feel like home, and to Ms B and Ms A for making these two months such an enriching learning experience.

And yes, I might have honed my artistic skills along the way too!"

-An intern at AFA

Trainings/ Workshops/ Lectures/ Conferences

Month, Year	Topic	Resource Person	Organisation
April, 2025	Management of behaviour problem in school and home. Modification Techniques and intervention strategies	Amrita Barua	Govt. Rehabilitation Institute for Intellectual Disabilities, Chandigarh
April, 2025	Autism Odyssey Conference 2.0	Preeti Siwach	Rainbow Children's Hospital, Hyderabad
April, 2025	Autism Awareness session with students	Amrita Barua	Golden Jubliee Air force institute
April, 2025	Transition from childhood to adolescence to adulthood	Preeti Siwach	Reach Centre For Autism, Vadodara
April, 2025	Panel Discussion	Dr Nidhi Singhal	Council of Scientific & Industrial Research
April, 2025	Building Inclusive Workplaces: Autism Sensitization for Hiring Managers	Merry Barua	JP Morgan
April, 2025	Sensitisation session	Prashasti Srivastava	TCS
April, 2025	Challenges in dealing with the expression of sexual needs and how to give them meaningful direction to express their needs	Preeti Siwach Shubhoneet Banerjee	Muskaan, Gurugram
April, 2025	Round Square Conference 2025	Merry Barua	Step by Step School, Noida
Apr-May 2025	Parent and team members training	Indrani Basu Amrita Barua	Kalinga Institute of Industrial Technology (KIIT), Bhubaneswar, Odisha
May, 2025	Redefining Strengths: Autism, ADHD & the Path to Inclusion’	Merry Barua	Manav Rachna International School, Mohali
May, 2025	Teachers Training	Divya Shikha Verma	Asha School
May, 2025	Understanding relationship skills, responsible decision making and it's impact on personal growth.	Preeti Siwach Deepa Bisht	Muskaan, Vasant Kunj
May, 2025	Everyday Wins: Toileting	Prashasti Srivastava	Action For Autism
May, 2025	Everyday Wins: Grooming	Pooja	Action For Autism
May, 2025	Everyone Wins: Sleeping	Amrita Barua	Action For Autism
May, 2025	Reimaging Assisted Living for Autistic Adults	Merry Barua, Neena Wagh, Aparna Das, Chitra Paul,	Action For Autism

Trainings/ Workshops/ Lectures/ Conferences

Month, Year	Topic	Resource Person	Organisation
May, 2025	Sensitisation session with Sunlife Insurance	Prashasti Srivastava, Preeti Siwach	Sunlife Insurance
June, 2025	Everyone Wins: Eating	Mandeep	Action For Autism
July, 2025	Educating Children with Autism - All you need to know	Sujata Banerjee	Enable Education
Jul, 2025	Job Coach Training	Preeti Siwach and Prashasti Srivastava	Autism Society West Bengal, Kolkata
Jul, 2025	Navigating the workplace	Aditi Gangrade and Aalap Deboor	Action For Autism
Jul, 2025	Embracing Adolescence: Guiding Neurodivergent Teens through life's changes	Indrani Basu	Bhabna
Jul, 2025	Meaningful and respectful conversations about Autism	Prashasti Srivasatava	I CAN
Aug, 2025	Neuro queer confessions	Paras Arora	Action For Autism
Aug, 2025	Sex education for parents of autistic individuals	Shubhoneet Chatterjee and S Kalpana	Nai disha
Aug, 2025	Neurodiversity and Sensory Impairments	Dr Nidhi Singhal	GGSIPU
Aug, 2025	Understanding and Supporting Children with Autism in an Inclusive School	Merry Barua	KR Mangalam School Vikaspuri
Aug, 2025	Positive Behavior support for adults with Autism spectrum disorder	Dr Nidhi Singhal	Amity University
Aug 25-Mar 26	Team Training at Taaro ke bacche	Sujata Banerjee, Mandeep, Deepa Barua, Amrita Barua	Taaro ke bacche, Varanasi
Sep, 2025	Medications and More in Children	Dr Koyeli Sengupta	Action For Autism
Oct, 2025	Building Bridges for Vocational Opportunities in Inclusive Environments	Dr Nidhi Singhal	Sanskriti School

Trainings/ Workshops/ Lectures/ Conferences

Month, Year	Topic	Resource Person	Organisation
Oct, 2025	Purple fest	Sujata Banerjee, Divya Shikha Verma, Shubhoneet Chatterjee, Dr Nidhi Singhal	Government of Goa
Oct, 2025	Supporting Neurodiverse Learners thrive in Classrooms	Sudhanshu Grover	Action For Autism
Oct, 2025	Moving Beyond Checklists: The Dilemmas in Diagnosing Autism in Children	Dr Vibha Krishnamurthy	Action For Autism
Nov, 2025	Embracing Neurodiversity: Inclusion, Innovation, and Impact	Merry Barua	Guadian Life Insurance
Nov, 2025	Life Skills and Behaviour Management	Amrita Barua and Nafeesa Imam	Hope & Home
Nov-Dec 2025	Through the Autistic Lens	Rakshita Shekhar	Action For Autism
Nov, 2025	Autism Workshop	Nidhi Singhal, Sheeba Naqvi	Sikkim Manipal College of Psyiotherapy
Dec, 2025	Autism: A CRE confernece	AFA Team	Action For Autism
Dec, 2025	Special Assessmbly for grade 3-5	Amrita Barua and Nafeesa Imam	Shiv Nadar Faridabad
Dec, 2025	Understanding Neurodiversity	Dr Nidhi Singhal	Trilegal
Jan, 2026	CRE program on AAC	Divya Shikha Verma	National Association For The Blind
Jan, 2026	Hands on cross disability training of govt spl educator	AFA Team	Inclusion Branch, Directorate of Education
Jan, 2026	Hands on cross disability training of govt spl educator	AFA Team	Inclusion Branch, Directorate of Education
Feb, 2026	Theories of personality	Sheeba Naqvi	SCERT
Feb, 2026	Why do Autistic People do what they do?	Prashasti Srivasatva	Action For Autism

Trainings/ Workshops/ Lectures/ Conferences

Month, Year	Topic	Resource Person	Organisation
Feb, 2026	Ways to create interest and enjoyment in autistic learners	Sujata Banerjee	Action For Autism
Feb, 2026	Teaching Learners with sensory needs	Rakhshanda Khan	Action For Autism
Feb, 2026	Teaching Language and Communication	Amrita Buzar Baruah	Action For Autism
Feb, 2026	Strategies to ensure learning and independence	Urmila Taneja	Action For Autism
Feb, 2026	Ways to address Difficult Behaviours	Prashasti Srivasatva	Action For Autism
Feb, 2026	Relationship Circles	Shubhoneet Chatterjee	I Can
Feb, 2026	Emotions and Emotion regulation	Nafeesa Imam	I Can
Feb, 2026	Hands on cross disability training of Government of NCT school special educators	AFA Team	Inclusion Branch, Directorate of Education
Feb-Mar 2026	Diagnosing Adults in Adulthood	Nidhi Singhal & Sudhanshu Grover	Action For Autism
Mar, 2026	Hands on cross disability training of Government of NCT school special educators	AFA Team	Inclusion Branch, Directorate of Education
Mar, 2026	Behaviour Management for neurodiverse individuals	Divya Shikha Verma	Care & Special Education, Oman



ADVOCACY & AWARENESS

Advocating for the Right to Accessible Examinations

When a Canadian student was denied the examination accommodations she required, Action For Autism intervened by writing to the concerned Canadian authorities, advocating for her right to equitable access to education.
Following AFA's intervention, the previously denied accommodations were granted, enabling the student to take her examinations with the necessary provisions in place. This outcome highlights the importance of advocacy in challenging institutional barriers and ensuring that the rights of persons with disabilities are upheld.

Advocacy work over the year 2025-2026

Preeti Siwach conducted a **live session on autism awareness** organised by the Central Institute of Educational Technology (CIET), NCERT, on World Autism Awareness Day. The session focused on the societal and cultural aspects of autism and was scheduled for **broadcast across 12 DTH-TV channels and NCERT's official YouTube channel**

Preeti Siwach delivered presentations on 'Adaptation in School' and 'Planning for Adulthood' at a **conference organised by NIPMED and Rainbow Hospital**

Preeti Siwach conducted a **workshop on 'Transition from Adolescence to Adulthood**', organised by Reach Centre in Vadodara, Gujarat





Merry Barua was a **panellist at the Round Square Conference held at Step by Step School**. The conference focused on Seva and brought together student delegates from India and other countries. Round Square is an international network of schools promoting international understanding, democracy, environmental stewardship, adventure, leadership and service

Amrita Buzar Baruah conducted an **interactive autism awareness workshop at Air Force Jubilee School** organised through Umeed Vocational Training Centre under the Air Force Family Welfare Association (AFFWA). The session engaged Class VIII students, students from the special education wing and staff in discussions on autism, individual strengths and challenges, and supporting autistic peers

Dr Nidhi Singhal participated in an **open-space conference on Applied Social Role Valorization organised by Keystone Institute India**, where she presented an overview of the PASSING tool for assessing service quality. Merry Barua and Indrani Basu also attended the conference

Dr Nidhi Singhal was a panellist in a **discussion organised by the Council of Scientific and Industrial Research** (CSIR)

Merry Barua conducted a session on ‘Building Inclusive Workplaces: **Autism Sensitization**’ for hiring managers at **J.P. Morgan**

Dr Nidhi Singhal was featured as a speaker in a Citizens' Forum India (CFI) interactive discussion on neurodiversity

Dr Nidhi Singhal was **part of the Rehabilitation Council of India's expert committee** responsible for reviewing revised syllabi and proposals concerning the adoption of courses submitted by Indian Autism Centre and The Neotia University

Merry Barua was invited as a resource person for an Autism Symposium by the National Institute of Special Education, Islamabad, Pakistan

Indrani Basu presented 'Parents as Allies: Guiding Parental Expectations to Foster Neuroplasticity' at the **Global Education Summit** organised by Sri Sathya Sai Vidya Vahini at Prasanthi Nilayam, Puttaparthi, Andhra Pradesh, addressing approximately **400 educators, parents and community members from India, the UAE and other countries**

Nidhi Singhal joined Dr. Vibha Krishnamurthy and autistic advocate Ved Gangoly on Much Much Media's Parenting Aaj Kal series addressing families' toughest questions with dignity, lived experience, and practical guidance

Merry Barua spoke at the **'Purple Economy Dialogues', hosted by The LaLiT** New Delhi in partnership with EnAble India to mark Disability Pride Month

Dr Nidhi Singhal joined the **Inclusive Care Reform Advisory Group**, comprising stakeholders from different organisations

Indrani Basu participated in an interactive 'Ask the Expert' panel discussion organised by DWish in Kolkata addressing parents of neurodivergent individuals, special educators, occupational therapists and mainstream schoolteachers

Dr Nidhi Singhal **served on an RCI expert committee responsible for reviewing proposals for new courses** under Rehabilitation Council of India programmes

Dr Nidhi Singhal participated as an RCI expert in **reviewing existing norms and general guidelines for Faculty Development Programmes (FDPs) and identifying topics for Continuing Rehabilitation Education (CRE)** programmes

Preeti Siwach participated in a **meeting chaired by Ms Veditha Reddy, IAS, Director (Education), Government of NCT of Delhi**. The meeting focused on reviewing existing inclusive education interventions and developing recommendations for future initiatives for children with disabilities

Dr Nidhi Singhal delivered a presentation on ‘Life Skills for Autistic Individuals: A Neurodiversity-Affirming Approach’ at the **XIII Annual Conference on Autism: Challenges and Solutions, Moscow, Russia**

Merry Barua was a panellist in a **Neurodiversity Panel hosted by Goldman Sachs** in Bengaluru.

Achyutanal Guha participated as a resource person and self advocate at the Parivar Meet

S. Kalpana shared their **journey as a parent and professional on Josh Talks** reaching thousands with their message of acceptance and growth

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Merry Barua was a **speaker and panellist for Autism Convention Kolkata** 2025. Her presentation, ‘Training Your Child for a Future Stay in a Residential’, addressed preparing families for long-term residential support. She was also scheduled to join a panel on ‘Tackling Difficult and Resistant Behavioural/Situational Issues in a Residential Set-Up’ alongside Aparna Das and Basana Muhuri, moderated by Nilanjana Rambothu.

Dr Nidhi Singhal, along with self-advocates Shreyas Gulyani and Aditi Sowmyanarayan, participated in a **two-day training programme on ‘Introduction to Disability Inclusion for Child Protection Actors’**, organised by Keystone Human Services International and Keystone Human Services India Association

Bhanu Sehrawat participated in the **multi-stakeholder discussion ‘Fostering Inclusion Across the Learning-to-Earning Continuum**’, organised by Action for Ability Development and Inclusion (AADI) and UN India (UNICEF, UNFPA and UNHCR), in partnership with the inter-agency Disability Working Group, to mark the International Day of Persons with Disabilities 2025

Merry Barua participated in ‘**Democratizing Digital: Bridging Access, Equity and Empowerment’, co-hosted by Nasscom Foundation and Capgemini**. She spoke in the session ‘Inclusive by Design: Mainstreaming Gender, Disability and Neurodiversity in CSR Skilling’, contributing perspectives on inclusive skill development.





Merry Barua spoke at the **National Conference on Alternatives to Institutional Living for Neurodivergent Adults**, organised by Yash Charitable Trust in Mumbai

Dr Nidhi Singhal served on an **expert panel reviewing manuals developed** under an Indian Council of Medical Research (ICMR) project titled '**Development of a Manual of Early Intervention for Children with Autism for Use by Non-Specialist Health Professionals Working in Community Health Centres'**

Dr Nidhi Singhal delivered a presentation 'Labels and Beyond: The Indian Journey of Neurodiverse Identities' as part of the **Neurodiversity Global Seminar Series 2025, jointly organised by the Center for Neurodiversity Studies at O.P. Jindal Global University**, **India, and the Centre for Neurodiversity and Development at Durham University, UK**.

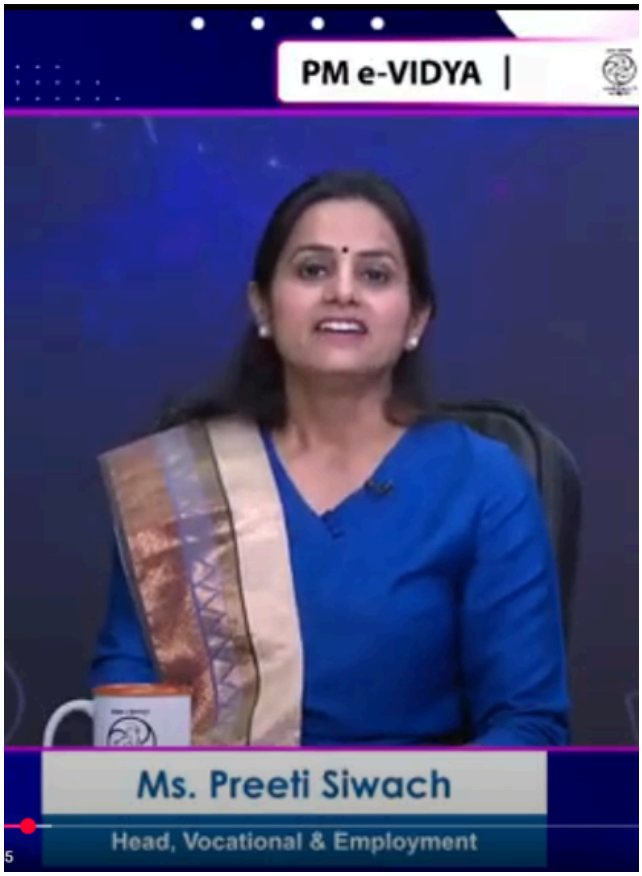
Dr Nidhi Singhal was associated with two groups established to **contribute to work on the Supreme Court's accessibility mandate** where one of the group facilitated by Radhika Alkazi and Percy Cardozo, under an initiative involving the Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment, and the Centre for Disability Studies, NALSAR

Merry Barua participated as a resource person in the discussion ‘The Future We Want for Autistic Adults’ at the **Global Autism Convention**, organised by **St. John's National Academy of Health Sciences, Bengaluru**

Dr Nidhi Singhal attended a **two-day workshop** organised by the Department of Curriculum Studies and Development, NCERT, **to develop a comprehensive repository of mathematics teaching-learning materials** for children with disabilities

Merry Barua is **part of the Advisory Group Expert Panel for Project Ability Empowerment, a Supreme Court–mandated national initiative** being undertaken by eight National Law Universities to monitor State-run care institutions for persons with cognitive disabilities and strengthen implementation of the RPwD Act, with a focus on rights, dignity, accountability, and pathways to community living

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autism network

VOLUME 26, DECEMBER 2025



ACTION FOR AUTISM

RESEARCH & PUBLICATIONS

- This year, AFA published **three issues of Autism Network**, exploring diverse perspectives on autism, disability rights and inclusion. The editions featured discussions on autistic thinking and experiences, representation in media, inclusive education, employment, friendships and social connections, alongside practical resources on disability schemes and support strategies. Through personal narratives, poetry, success stories and contributions in Hindi, the journal amplified diverse voices and brought together lived experiences and professional insights to encourage greater understanding, meaningful inclusion and informed action.

- Merry Barua **contributed to UNICEF India's Cost of Care in Disability Report**

- Dr Nidhi Singhal **participated in the National Study on Neurodiversity undertaken by Health Parliament in collaboration with the Institute of Human Behaviour and Allied Sciences (IHBAS)**. The study focused on identifying systemic gaps, capacity-building needs and policy priorities relating to autism and ADHD in India's behavioural healthcare systems

- Dr Shubhangi Vaidya **participated in a consultation on the health, care and wellbeing of persons with disabilities under Disability Matters, a six-year international disability, health and science research programme** led by the University of Sheffield, UK, and funded through a Wellcome Trust Discretionary Award

- Merry Barua served on the **steering committee for a research study** titled “Establishing the Service Needs of Autistic Adolescents and Their Families in India” by Ummeed Child Development Center, Mumbai

- Merry Barua **contributed to a project by Vidhi Centre for Legal Policy focused on improving healthcare accessibility for persons with intellectual and developmental disabilities**. The project aims to identify practical accessibility measures and strengthen their implementation within healthcare systems. It forms part of the Rosemary Collaboratory, a Special Olympics initiative being implemented across nine countries, with Vidhi and Special Olympics Bharat collaborating on the India component



MEET THE TEAM

At the heart of AFA's work is its dedicated team of professionals, working together to support autistic individuals and their families. As a parent-led organisation, AFA fosters open communication, non-hierarchical structures and active participation from those it supports to strengthen its programmes.

Achyutanal Guha	Accounts Executive
Amitesh Chaudhary	Coordinator, Assisted Living
Amrita Buzar Baruah	Coordinator, Open Door
Aradhana Singh	Library Assist
Ashok Kumar	Security Guard
Ayesha Bibi	Faculty
Barja Bahadur Gurung	Cook
Bhanu Sehrawat	Coordinator, Communications
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
Katha Kali Das Pandey	Project Manager
Kuldeep Bharti	Driver
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 Imam	Educator, Special Needs

Pan Singh Negi	Driver
Pappu	Gardener
Prashanth Jaine	Educator Aide
Preeti Siwach	Head, Adult Services
Prem Prakash	Security Guard
Rajesh Kumar	Supervisor, Ananda
Rajesh Gupta	Coordinator, Admin
Ram Keval	Cleaner
Rajpal	Security Guard
Ramakant Sharma	Accounts Executive
Rakhshanda Khan	Occupational Therapist
Ram Avtar	Security Guard
Ramakant Rajput	Cleaner
Rahul Patro	Educator Aide
Rekha Devi	Cleaner
Reeta Sabharwal	Director, Finance and Operations
Salini Bijesh	Manager, HR & Administrations
Sanjay Kanji	Senior Executive, Accounts
Sawan Kumar Maurya	Educator Aide, Adult Services
Shikha Das	Care giver
Shubhoneet Chatterjee	Trainer, ERP
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
Yasar Saeed	Trainer, ERP
S Kalpana	Special Needs Educator
Babli Das	Cleaner
Akriti Soorma	Special Needs Educator
Prashasti Srivastava	Special Needs Educator

Sanskriti Hooda	Educator
Veebha Kumari	Care giver
Priyanka	Cleaner
Vikas Kumar	Cleaner
Arjoo Gupta	Assist, Adults Services
Nupur Niharika	Occupational Therapist
Rashmi Singh	Special Needs Educator
Rakesh Kumar	Assist, Adults Services
Sheeba Naqvi	Faculty
Erum Hameed	Vocational In-Charge
Sheesh Ram	Assist, Adults Services
Aditya Gotan	Manager, Ananda
Ankita Kumari	Assist, Adults Services
Neha Jain	Special Needs Educator
Geeta	Front Desk Executive
Kumar Adarsh	IT Instructor
Rubi Devi	Cleaner
Chandan Kumar	Occupational Therapist
Shruti Rawat	Cleaner
Shivangi Negi	Educator, Work & Employment
Akhilesh	Gardener



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	20	13	33
25000 - 50000	13	15	28
50000 - 100000	6	16	22
Greater than 100000	0	3	3

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	1813792
Lowest paid person in the organization (staff or consultant)	Gardener	161172

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 Thiruvanmiyur, 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.
Ena Manjit Singh*	Senior Gender & Development Expert	C-2/28, Safdarjung Enclave, Hauz Khas S O, South West Delhi , Delhi - 110016 enamanjitsingh@gmail.com	Bachelor of Arts in Economics & Master of Science in Public Health from University of North Carolina at Chapel Hill, USA
Rakshita Shekhar*	Special Needs Educator & Disability Activist	#1370, Ananth Nivas, 22nd cross, A block, sahakaranagar, 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, Abhay Nath Shah, Akshay Bhosale, Alok Rohit Agarwal, Alka Pande, Amazon, Amrita Buzar Baruah, Anant P Godbole, Anjali Channa, Ankit Gupta, Anusha S. Vernekar, Arjoo Gupta, Arjun Basu, Ashwanikumar Vrajlal Desai, Autism Society West Bengal, Azim Premji Philanthropic Initiatives, Benevity Causes Portal, Bhanu Sehrawat, Bharat Kumar, BTSIndiaCharts, CAI, Cognizant, Credibility Alliance, Dalit Solidarity, Dhruv Raj Gupta, Divya Khilnani, Dr. Devualoka, Dr. Diksha Choudhary, DS Puri Foundation, Ester Industries Ltd, Everest Blower Systems Private Limited, Frontline Securities Limited, Gail India Limited, Ganga Acrowools Ltd, Geeta Kampani, Give Foundation, Global Giving, Indeera Chand, India Habitat Centre, Innerwheel Club of Delhi, Jadav Prashad and Debabala Chaliha Trust, Janak Kampani, Jitendra Agarwalla, Keystone Human Services India Association, Lakshyaa Foundation, Lekha Srivastava, Lemon Tree Hotels Limited, Madhu Chawla, Manovikas Charitable Society, Marie Francoise Bisson, McCann Advertising, Merry Barua, Milaap Social Ventures India Pvt. Ltd., MJS Foundation, Monika Devi, Multani Pharmaceuticals Limited, Nafeesa, Nagarro Software, National Trust, Natwest, Nielsen IQ, Nestle, Online Giving Foundation, Polakanda Sridhar, Pooja Dalal, Pooja Gupta, Poojan Vasudev, Pradeep Multani, Purva Khandelwal, Radha, Radhika Sabharwal, Rajat Kapoor, Rajat Mohan Nag, Rajdipa Behura, Rajesh Sabharwal, Rakesh Gupta, Rama Sabharwal, Reeta Sabharwal, RKGD Clothing Pvt Ltd, Rotary Southend Charitable Trust, Rotary Southend Next Foundation, RS Foundation, S. Kalpana, Saathire Social Impact Solutions Pvt Ltd, Sahara Means Support, Sai Expo Fab Pvt Ltd, Sanskriti Hooda, Sarath Mohan KT, Sarthak Aggarwal, Shreyas Gulyani, Simmi Embroidery, Sowmya Challa, Tajsats Air Catering Ltd, Team INDIA for BTS, The Lalit, The UK Online Giving Foundation, Unified Credit Solutions Pvt Ltd, Vaani Gupta, Vishal Gupta, World Learning India Pvt Ltd, WS Atkins India Pvt Ltd.

Volunteers & Interns

Aayushee, Ananya Mishra, Archana, Bharti, Dakshi Sharma, Fel Nennum, Garima Bari, Humaira, Kanishka, Khushi, Prakriti Ghosh, Priyanshi Singhal, Radha, Ravi Kumar, Ruchika Modi, Sami, Sayeesha, Shamsa Naqvi, Sharboni, Sofia, Sumbul N, Supriya, Thuhin, Trishla Nagar, Yash Jogeshwar, Zarghoona

FINANCIALS

BALANCE SHEET AS AT 31 MARCH 2026

(Amount In Rs.)

FUNDS AND LIABILITIES	Sch No.		As at 31.03.2026		As at 31.03.2025
I SOURCES OF FUNDS					
Capital Fund	1		15,33,41,521		15,47,71,542
Corpus Fund	2		3,85,20,093		3,76,99,093
Reserve Fund	3		4,58,74,279		3,47,47,427
Specific Purpose Grants	4		1,33,47,435		1,79,92,264
TOTAL			**25,10,83,328**		**24,52,10,326**
II APPLICATION OF FUNDS					
Fixed Assets	5		15,33,41,521		15,47,71,542
Investments in Fixed Deposits	6		8,78,67,709		8,51,84,104
Current Assets, Loans & Advances and Other Current Assets					
Cash and Bank Balances	7	1,36,12,907		75,10,986	
Loans and Advances	8	14,27,723		15,72,079	
Other Current Assets	9	46,17,949		46,65,441	
		1,96,58,579		1,37,48,506	
Less: Current Liabilities and Provisions	10	(97,84,481)		(84,93,826)	
Net Current Assets			98,74,098		52,54,680
TOTAL			**25,10,83,328**		**24,52,10,326**
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

Nagpal Nagpal & Associates Chartered Accountants New Delhi

Vinod K Nagpal
(Partner)
M. No. 014099

UDIN: 26014099NODMAP6274
Place: New Delhi
Date: 17/08/2026

For and on behalf of Action for Autism

Gopal Kale
Treasurer

Reeta Sabharwal
Secretary

ACTION FOR AUTISM AFA NEW DELHI

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2026

(Amount In Rs.)

PARTICULARS	Sch No.	For the year ended 31.03.2026		For the year ended 31.03.2025	
I INCOME					
Program Receipts:					
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	11	2,93,69,474		2,52,84,496	
Income out of Specific Purpose Grants *(to the extent utilised during the year)*	4	2,49,10,666	5,42,80,140	1,81,82,405	4,34,66,901
Donation Income			67,56,698		41,71,402
Interest Income	12		57,64,300		50,64,896
Other Income	13		1,80,045		41,707
TOTAL			**6,69,81,183**		**5,27,44,906**
II EXPENDITURE					
Program Expenses:					
Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities	14		4,95,17,871		4,33,56,934
Administrative Expenses	15		24,31,334		22,47,684
Depreciation	5				
For the year		1,64,30,354		93,64,864	
Less: Met out from Capital Fund		(1,64,30,354)	-	(93,64,864)	-
Transfer to/ from Capital Fund *(Assets purchased from own sources net of Sale of Assets)*			39,05,126		2,13,679
TOTAL			**5,58,54,331**		**4,58,18,297**
III Surplus / (Deficit) for the year carried to Reserve Fund			**1,11,26,852**		**69,26,609**
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

Nagpal Nagpal & Associates Chartered Accountants New Delhi

Vinod K Nagpal
(Partner)
M. No. 014099
UDIN: 26014099NODMAP6274
Place: New Delhi
Date: 17/08/2026

For and on behalf of Action for Autism

Gopal Kale
Treasurer

Reeta Sabharwal
Secretary

ACTION FOR AUTISM AFA NEW DELHI

STATEMENT OF RECEIPT AND PAYMENT FOR THE YEAR ENDED 31 MARCH 2026

PARTICULARS	AMOUNT IN RUPEES		PARTICULARS	AMOUNT IN RUPEES	
Opening Balance					
Cash in Hand	77,154				
Bank Balance with Schedule Banks			**Program Expenses**		
In Saving Bank Accounts	74,33,832		*Expenditure on Advocacy, Awareness, Rehabilitation and Research & Training Activities*		4,93,64,307
in Fixed Deposits	8,51,84,104	9,26,95,090			
Program Receipts					
Income from Advocacy, Awareness, Rehabilitation, Research & Training Activities	2,98,01,727		**Administrative Expenses**		24,31,335
Receipts for Specific Purpose Grant	3,13,61,044	6,11,62,771	**Purchase of Fixed Assets**		1,50,00,333
Donation Income					
Donation Corpus Fund	8,21,000		**Closing Balance**		
Donation Non-Specific Purpose	67,52,988	75,73,988	Cash in Hand	74,128	
			Bank Balance with Schedule Banks		
Interest Income (Net of TDS)	49,07,177		in Saving Bank Accounts	1,35,38,779	
Other Income	1,80,045	50,87,222	in Fixed Deposits	8,78,67,709	10,14,80,616
Security Deposit Received (Net of Payments)		13,63,300			
Income Tax Refund Received (Including Interest)		3,94,220			
Total		**16,82,76,591**	**Total**		**16,82,76,591**

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

Vinod K Nagpal
(Partner)
M. No. 014099
UDIN: 26014099NODMAP6274
Place: New Delhi
Date: 17/08/2026

For and on behalf of Action for Autism

Gopal Kale
Treasurer

Reeta Sabharwal
Secretary

THE NATIONAL TRUST

NITI Aayog

REHABILITATION COUNCIL OF INDIA

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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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