



ENGAGE, ENVISION & EMPOWER

Annual Report 2017

CEO speak



Dear Readers

Every year with the release of our Annual Report, I get an opportunity to interact with you all.

And, this year, I would like to share my vision of a World, where everyone aspires for generic betterment and good for all. And, it could be well understood through one of the simplest and widely heard prayer.

**सर्वे भवन्तु सुखिनः , सर्वे सन्तु निरामयाः ।
सर्वे भद्राणि पश्यन्तु, मा कश्चिदुःखभागभवेत् ॥
शान्तिः शान्तिः शान्तिः ॥**

(May everyone be happy, may everyone be free from all diseases, may everyone see goodness & auspiciousness in everything, and may none be unhappy or distressed.)

You must be aware that persons with disability (PwDs) are most likely to experience, relatively poor health, limited access to education, job opportunities, goods, services, resources, and, an ongoing exclusion. And, there is no 'one size fits all' approach to cope up with the concern, as all PwDs are not alike.

Their needs, priorities, perspectives, everything is different,

owing to their gender, age, demography, ethnicity, culture, socio-economic status, and extent and type of disability. All this coupled with non inclusive and non considerate environment, handicap a PwD in far more grave and complex tone, one could think. Have you ever pondered upon, what a truly inclusive world would look like? To me, it is where a person with disability avails everything and with the same ease an able bodied individual gets.

Where a PwD takes access to Jobs, Education, Services, Resources, Social life, Interaction, Free movement, and everything as granted, and not as, something highly aspired for. And, to achieve this vision, Sarthak works on Index of Inclusion, catering to inclusion at three levels, Culture, Policy, and Practices.

We strive hard to create an Inclusive Culture and approach through advocacy and awareness generation activities, all across. And, this is not limited to merely verbal confrontations. We strive hard to create an Inclusive Culture and approach through advocacy and awareness generation activities, all across. And, this is not limited to merely verbal confrontations. We believe in creating a shift through bringing in more change makers, and looking everything from an equal opportunity and access lens.

We are engaged in advocacy event at local, regional, and national level, we conduct such events, with the support of Government, Corporate, NGOs, Media, and PwDs, And we propose to keep the events and day to day interactions, as accessible, inclusive, and open as possible.

We further adopt Inclusive Practices, across our service areas and wings, we provide free services, thus anyone could access them, we provide services well tuned to the needs and expectations of PwDs, And, we also extend this inclusive practice culture to corporate workplaces and systems. To create an inclusive culture, and to enact or adopt inclusive practices, Inclusive Policies, are direly needed, and here, we act as a connecting link. We enable PwDs to communicate what all changes they require. And, communicate Government enabled Inclusive ventures to PwDs, corporate and other stakeholders, as well.

Thus, with our little directed efforts, we Engage stakeholders from Government, Corporate, Civil Society, Community, PwDs and & their parents. And with their support, we are moving towards the Inclusive World we Envision,

And hopefully would Empower many with our concerted efforts.

Dr. Jitender Aggarwal
Founder & CEO,
Sarthak Educational Trust

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The Vishesha Dharma of PwD

Padma Bhushan Dr. M. B. Athreya,
Mentor & Guru, Sarthak Educational Trust

Dharma is one of the important concepts for human civilization. It is, perhaps, the single most important idea. If political and social leaders; organisations; and individuals followed their respective dharmas, there will be welfare and peace, for all the people of the world, now threatened by climate change; inequality; war; terrorism; some technologies, etc.

All individuals have to follow the samanya dharma, general dharma, such as that of praja dharma, rashtra dharma, sanghatana dharma, etc. In addition to this samanya dharma, PwD's will benefit themselves by practising the following vishesha, special dharma. Many PwD do. There are so many admirable, inspiring examples. But, there is also the possibility that some PwDs do not realise their potential, because of some attitudinal weaknesses. This brief article looks at their vishesha dharma, which can help them.

First, they need to totally accept their disabilities. It is normal to feel a sense of injustice, anger, frustration, depression, etc. But, progress will start only by accepting both the good, and the bad, in life, as Bhagavad prasadam, a divine gift.

Second, they should discover some special abilities, which they often have and also develop, to partly compensate for the disabilities. Such abilities may be physical, mental, intuitive etc.

Third, they should proceed speedily on their initiative for self-development, work, income etc. God and society help those who help themselves. The help comes through other human beings. PwD's initiatives normally will evoke an even greater appreciation,

and willingness to support, from those who come into contact with them.

Fourth, they should seek out all relevant stakeholders - Parents; siblings; teachers; skill trainers; potential employers; doctors, etc. and share with them their specific disabilities; how they are already coping with it; their aspirations; plans; and current initiatives. This will motivate some or more of the stakeholders to offer further support.

Fifth, they should fully utilise whatever small or big help comes; and thank the concerned persons; who, in turn, may be inspired to raise their help.

Sixth, they should form a special bond with other PwD, not for collective self-pity and grievances; but to emulate the strengths of those PwD, who are doing better than themselves; and to offer help to those PwD, who may be weaker.

Seventh, they should mainstream themselves, as quickly as possible, and work and live with all, at work and in social life.

The above is an illustrative and not an exhaustive list. More useful points can be added.

This stress on the vishesha dharma of the PwD is not at all to leave them to fend for themselves; but, to help them become magnets for stakeholders; and models to other PwD. The great success of an NGO like Sarthak is that the Founder and the Core Team work on this model, thus inspiring the national and local board members, and all others who come in contact, to give their best.

Trustee note

Year 2017 has been full of various initiatives and achievements in the line of Sarthak mission of empowering persons with disability and to ensure that they live their lives with dignity and respect. Before we take you through the year that's been here's a glimpse of what your support has helped us achieve:

We've provided vocational skill building support to more than 1900 youth with disability across our centres and started four new centres in Ghaziabad, Ambala, Kolkata, and Bhopal locations.

We've facilitated employment of 1800+ youth with disability through regular placement drives and job fairs with the support of our Equal Opportunity Employers.

We've started our second inclusive education set up at Jaipur to facilitate inclusion of school going children with disability in regular school.

We've entered into two more service areas namely NGO Capacity Building and Accessible Event Management

Support to provide required impetus and create facilitative environment for inclusion of PwDs.

We've also stepped towards excellence in vocational skills and would represent India at International Abilympics through National Abilympic Association of India.

We've initiated online Parents' Interaction Forum, where just with a simple click parents could drop their queries, and our team reach to them with possible solution to their concerns and doubts.

Our efforts have been recognized at various platforms and we owe all those achievements to our stakeholders in Government, Corporate, Civil Societies, Persons with Disability, and their parents.

We thank you all for your efforts in making this possible.

And look forward to our continued journey together to carve out a world of equal opportunity and access for PwDs.



The journey of inclusion has started...



Dr. Uma Tuli, Founder & Managing Secretary
Amar Jyoti Charitable Trust

Disability is not Inability. It all lies in mental barriers. But, the propelling question is, what do we need to remove those barriers?

In the current setting, we have several supportive legislations - UNCRPD, RCI, Mental Health Act, Disability Act, and many more.

Besides, different stakeholders namely the government, the corporate sector, civil society organizations and the community at large, are interested and actively working to support inclusion. The current scenario suggests a significant shift in the general perception and attitude towards persons with disability, says Dr. Uma Tuli, Founder & Managing Secretary, Amar Jyoti Charitable Trust.

Sharing her rich experience in the disability sector for over three decades, she feels that the journey towards inclusion is now on firmer ground. This period has witnessed a tremendous shift in the general approach towards persons with disability. Now, people want to work for inclusion. Earlier it

was beyond their imagination and acceptance.

She recalls that when she started Amar Jyoti inclusive school in Delhi with a batch of 15 each of students with and without disability, everyone was perplexed. The general opinion was that such initiatives would lead to nowhere, as they were considered impractical.

Taking challenges as opportunities not only did the school become a center of activities such as integrated sports, cultural events, vocational skilling competitions but also organized mobile camps to promote inclusion that were widely appreciated.

Dr. Tuli feels that much remains to be done and the key to create 'acceptance without complexes', lies in a holistic approach and through convergence of resources.

With these concentrated efforts, the goal of an equitable and rights based society, she is confident, would surely be reached.

Down the Memory Lane

2008 - 2017



Sarthak as the name suggests is engaged in doing something meaningful or significant for the persons with disability since 2008, and acquired its shape owing to the personal struggle of Dr. Jitender Aggarwal, when he lost his vision in 2004.

The 4 years between 2004 & 2008, witnessed all shades of hopes and despairs. But catching hold of hopes, and letting go the despairs, Dr. Aggarwal kept on exploring possibilities. He left no stone unturned to traverse various avenues to live an independent life. And, this self struggle inspired research and exploration led him to the realization of issues and concerns, persons with disabilities face.

On the one hand, he acquired what all support system, in terms of policies, practices, and technological betterments are available for PwDs. And, on the other he got aware of mass ignorance and inaccessibility of all such developments, in general.

The realization and hope to create a shift, led to the formation of Sarthak Educational Trust.

The organization is actively working through its 15 centres all over India and caters to varying needs of PwDs, of different age brackets, and is known to many.

And, the great journey began with a batch of 8 blind students in Delhi in 2008. The batch was trained in Medical Transcription, and employment prospects were also explored & provided to them.

In parallel to it, with the intent to create a larger impact and expanding the reach to beneficiaries, team Sarthak started organising job fairs for PwDs all across India, and facilitating employment for PwDs through sensitization and involvement of corporate groups.

But soon it was realized, that the maximum of beneficiary group is not meeting the corporate requirements and thus failing on sustainable employment prospects. As a

solution to it, Sarthak entered into Vocational Skill Building for Persons with Disability with a centre in Delhi. The first centre was started with the support of Team Computers and Nokia Siemens. Soon, Tech Mahindra Foundation came into picture and started supporting Delhi centre and other centres in Chandigarh, and Gurgaon.

Years later with the support of National Skill Development Corporation and Uttar-Pradesh, Rajasthan, and Punjab Governments, three more centres were started in Lucknow, Jaipur, and Ludhiana in Year 2015.

Again, in the year of 2016, Capgemini came up with CSR Support to run three centres in Hyderabad, Mumbai, and Pune. And, thereafter HDB Financials and Mahindra finance also came into supporting role, and new centres were started in East Delhi, Kolkata, Ambala, & Bhopal.

Considering the pressing concerns of early prevention, identification, and intervention, Sarthak also started delivering free and quality services through its Early Intervention centre in Delhi. And, thereafter with the support of Government school in Delhi also strived for setting up inclusive education system in school through remedial classes, and stakeholder engagement, and creating inclusive education system.

Another set up was started in Jaipur.

In furtherance to direct services, Sarthak is also engaged in creating more change makers through continuous advocacy activities, and associating various stakeholders together to contribute to the sector. And capacity building of other civil societies, Parents' Interaction Forum, & Accessible Event Management Support are other action areas.

Last year, Sarthak was bestowed with another great responsibility of managing National Abilympics Association of India, by Amar Jyoti Charitable Trust. And with this dedicated efforts in the direction, it is aiming at representing India in 2020 International Abilympics in Canada and bringing laurels to the nation.



Philanthropy coupled with Management Practices is a Must Have Approach!

Dr. Bhushan Punani, Executive Secretary,
Blind People's Association

Perceptual barriers coupled with poor level of knowledge are the biggest challenge in disability sector, and calls for a movement to create a societal shift. And, to convert experience into vision and vision into movement; multilayered, multipronged, and multifaceted approach is needed. One can't create a shift without achieving consonance of new approaches, developments and technologies, with field understanding shares Dr. Bhushan Punani, Executive Secretary, Blind People's Association (BPA).

BPA came up with various ideas and practices ahead of their times and played significant role in providing much awaited impetus to the disability movement and played significant role in influencing policy environment. Started from a small set-up in Kameshwar ni-pole, BPA has to its credit various novice approaches and bold moves ranging from Recording of Audio Books by prisoners in Sabarmati Jail to promoting and implementing the concept of Community Based Rehabilitation (CBR).

Guided by the philosophy that gainful employment plays an essential part in the life of a person as it gives status and leads to societal inclusion, Blind People Association has been working for PwDs

since 1984 and provides one window service ranging from inclusive education, employment training and assistance, assistive devices, self employment support, to medical facilities, Community based rehabilitation, and advocating generic human rights. All the operations and services at BPA are completely transparent and socially accountable and are continuously updated through a perfect blend of innovative approach, sustainable practices, effective volunteerism and advocacy.

Sharing his experience and vision, Dr. Punani further states that PwDs inclusion could be achieved through due focus to inclusive environment, affordable assistive device support, education and employment with placement prospects. Furthermore, all this support system should be provided in proximal areas because if the services and support system is available at a certain location we are again putting up another barrier.

The approach of the change makers should be to reach to the beneficiaries with appropriate planning of resources and targeted approach, to create a Sustainable change.

Our Guiding Force

Sarthak Values

Sarthak was started with the vision to create a positive shift in the lives of differently able individuals through ensuring inclusion and representation in all walks of life. And, to achieve it, is engaged in providing services in a life-cycle approach catering to the varying needs of the beneficiary group.

It started with one centre in the heart of India, and now it serves its beneficiaries across 15 active locations. In furtherance, Sarthak is also engaged in various advocacy activities at national and international levels.

But, all this is hard to imagine, in the absence of continuous facilitation and support from stakeholders. And, what keeps us glued to our stakeholders is our guiding force Sarthak Values.

We have our guiding force to set our course of action and acceptable approaches to trail-blaze towards our objective, and these are as mentioned below:

1. Service to Persons with Disability

We cater to the needs of PwDs through our free of cost services, across 15 centres, and even after completion of the duration of said services, conduct follow-ups at different frequencies and provide timely intervention as well. Delivering quality services is our core objective. And, the quality with which we deliver our services acts as a pull factor for beneficiary groups.

2. Empathy with Parents of PwD

Family exerts maximum influence over any individual in terms of developing their overall persona, and especially for PwDs. Thus, we develop an understanding of the challenges and experiences of Parents of PwDs, and accordingly build our plan of action on realistic grounds. We have also developed continuous connect with parents through our Parents Workshop, and online Interaction forum.

3. Policy Instrument for Government

Government provisions, services and support system play immense role in setting the environment for change and inclusion of PwDs. Sarthak plays the role of policy instrument either in terms of communicating the calling needs of beneficiaries to government system, or vice versa.

4. Quality Orientation towards Corporate

We are aimed towards assuring a respectable and independent life for our beneficiary groups through sustainable employment initiative. And, to make this initiative sustainable we provide vocational skilling to PwDs which is backed by pre and post placement, corporate engagement, workplace support, and follow-up activities to address the field challenges, if any.

5. Accountability to Donors

We maintain transparency and accountability while interacting with our donor agencies/ individuals through reporting of qualitative and quantitative progressions of our services on regular and mutually agreed frequencies.

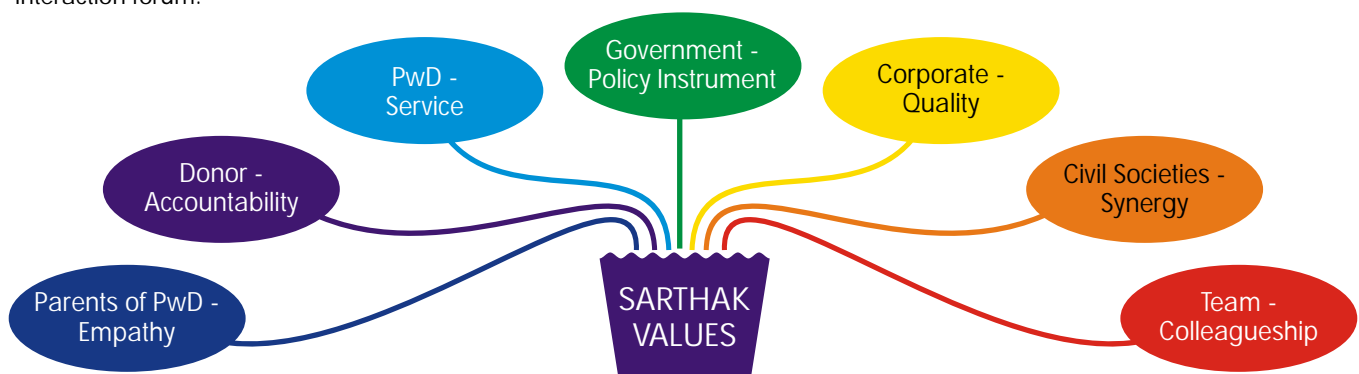
6. Collegueship among Team Sarthak

In Sarthak every team member is governed with the vision, mission, and inherent values of our culture. We all are governed by the philosophy of 'together we achieve more' and work in sync with our teams with the spirit of collegueship.

7. Synergy with Partnering Civil Societies

We, at Sarthak are ardent believer in excelling together and are continuously engaged in cross learning with various civil societies directly or indirectly serving our beneficiary groups.

Thus, we at Sarthak are focused about our stakeholder satisfaction and continuous alliance and provide quality services, timely connect and add-on supportive services.





A perspective

From Shri Lov Verma,
Ex-Secretary, Department of Empowerment of PwDs

Shri Lov Verma, Ex-Secretary, Department of Empowerment of PwDs had shared his perspective over the current policy imperatives and required strategies to provide the much aspired impetus for carving a world of equal opportunity for Divyangjan.

Appended below is the transcript of the shared responses:

Question: As you have worked in various areas and departments, ranging from Institutional finance to education, to health and welfare, do you find any difference in approach amongst all these, and the area of empowerment of PwDs?

Shri Lov Verma: There is no doubt that different departments and ministries require different skill-sets and mindsets. For instance, animal husbandry cannot be equated with finance. What I can say with emphasis is that of all the sectors and areas I have worked, divyangjan need the maximum empathy and compassion. That is because they are already in a position of disadvantage and have traditionally been considered objects of pity. But now the discourse has changed and it is all about rights and empowerment. Hence change of mindset is the first priority. Luckily, this sector teems with role models and inspiring examples. Secondly, the government too is committed to bringing about this change in society. No one denies that it will be a long and uphill struggle. But at least the ball has been set rolling. I am optimistic about the future.

Question: What are the most pressing concerns in disability sector, and what policy imperatives are being taken as a possible action measure?

Shri Lov Verma: The most pressing concerns of the disability sector, in my opinion, are two: effective roll out of the new act and proper implementation of the Accessible India campaign. The new act has

raised the number of disabilities from seven to twenty. So it is a big challenge to identify the new entrants to the fold of divyangjan and give them their rights and benefits. The Accessible India campaign also has not got as much traction as it deserved. It needs to be monitored closely by the PMO, no less.

Question: Although owing to various legislations and policy imperatives, starting from 1944/64 Sargent report, Kothari Commission report, to IECD, PwD Act, and National Action Plan, we witness various positive changes, it still seems to be a drop in the ocean. How the implementation part could be further strengthened and reach to the grass-root levels can be ensured?

Shri Lov Verma: At least three states have set up separate departments for divyangjan and some of them have district divyangjan officers. That is the way for the future. Also, greater political will is required, at both national and state levels. The role of NGOs and civil society organisations also needs strengthening and enhancement. Divyangjan should band together and act as a pressure group.

Question: What are the indicators of Mainstreaming and Inclusion of PwDs? Majorly, we find physical access to resources and services as the possible indicator, how the approach can be extended on the lines of social audit?

Shri Lov Verma: The department of aids control--as it was then called--had tried to mainstream aids concerns by signing MoUs with other departments. That could possibly serve as a template for divyangjan also. Indicators are not lacking--the Accessible India campaign itself has several time-bound deliverables as always, implementation and monitoring remains key.

Envisioning the Empowerment

Owing to internet splurge, we get handful of stories on regular basis,
About champions, who have met the challenges face to face,
And came out of it bravely, conquering the same
And, some of the stories talk of persons with disability, as well
When we go deep down into such stories, we feel mixed emotions,
We find ourselves uncomfortable, on just getting a cursory taste of their lives and struggles,
And, on the other hand we feel elated on witnessing their achievements
And salute their spirits!
But, this is a momentary phase, in most of the cases.
We read stories, we watch videos, and forget.
And, once we forget, it fails the purpose.
We should always remember the struggles to improve the scenario, and do our share to make the World of Equal Opportunity. And, on the other, should keep ourselves up spirited with the stories of achievement.
And, this is what we do at Sarthak,
Yes, we Envision the Empowerment, and to make it come true, we exert focused efforts both in the lines of assuring capacity building of an individual and creating a supportive environment as well.

Envisioning the Empowerment of PwDs: We envision an empowered individual as someone, who could manage himself on his own, who is educated and informed, who is skilled, who is financially independent, and the one who could empower others.
And, keeping all these objectives in mind, we start with our Early Intervention activities. In which we work on residual capacities and aids and assistive devices provision for children between 0 to 10 years of age. And, with the team of dedicated individuals, leave no stone unturned to make the child as independent as possible to manage his regular routine tasks on his own.
Next in the line, comes Education and here we work in sync with Government schools and strive hard to provide Inclusive Education facilities for children with disability. And, when we say inclusive, it refers to Accessible Infrastructure, Non-discriminatory Attitudes, Modified curriculum, and Understanding Teachers, Special Educators, Rehabilitation Experts, and Families.
Once the child is educated, the focus shifts towards Skill Building and having Open Access to Job Opportunities. And, through our dedicated skill building centers across India, we reach to our beneficiaries, provide them

vocational training and provide placement opportunities. To do the same, we establish rapport with corporate and sensitize them of the capabilities and potential of PwDs. And, with the intent to explore the most suitable job opportunity conduct regular job mappings across sectors. We also conduct follow up on varied frequencies to make sure the employment is sustainable and provide intermediary support as and when required.
And, the story does not end at PwDs being at receiving end only.
We strive for their empowerment to the extent that they themselves get engaged in empowering others.
Let it be in terms of their success stories, or sharing their experiences and motivating others, and to do it on continuous basis we invite our Alumni for interacting with new batches, and also look towards their active participation in 'Sarthak Think Tank Group.'

Envisioning the World of Equal Opportunities: Just catering to the needs of PwDs would not suffice the purpose. The change makers must be considerate of changes in surroundings, and to do the same Sarthak also works on three levels, i.e., Access to Services, Building Support System, and last level of Creating Competitive edge.

Access to services is the utmost challenge, and mostly PwDs lag behind owing to paucity of quality services in their proximal areas in affordable cost. Sarthak being actively working in 14 locations across India, provides free of cost, quality services to PwDs through its skilled manpower and dedicated volunteers, interns, and stakeholders. And, with the intent to create more skilled change makers, Sarthak is also engaged in NGO Capacity Building, as well.

Inclusion at the levels of Family, Community, School, and Workplace paves the way for development of PwDs. And, to address this requirement, Sarthak is actively engaged in Advocacy and Sensitization of different stakeholders and components of society. It conducts various events of different levels such as local events, Street Plays, Information Stalls, Round Table Conferences, Sensitization Workshops, Regional Summits, and National Conference on Disability. And, paying heed to equal access of different platforms, also works in the area of Accessible Event Management support.
Sarthak has recently ventured into creating a competitive edge for PwDs through National Abilympics Association of India. Wherein, individuals would face regional, national, international levels of competition, and showcase their excellence in respective areas.

This is our vision, and following chapters put across our progression towards Empowering the Differently Abled.

Extending support & making PwDs

Equal contributors in Growth Capgemini



Shri Anurag Pratap
Capgemini

Shri Anil Gidh
Capgemini

Disability in the wake of existing discrimination, paucity of inclusive services, and resulting lack of skills, prevents Persons with disability from moving forward.

It further gets clubbed with the interplay of demographic, socio-cultural, economic, and various other related factors. And as a result, marginalization is followed by multiple marginalizations.

Thus, catering to the needs of PwDs calls for a strategic approach due considerate to all such variables and their interaction.

It calls for ensuring reach to the beneficiaries, and post assessing their needs and concerns providing customized support system from both physical and perceptual lenses. And this is what Capgemini along with NGO partners, equipped with field experience and understanding is geared towards.

Capgemini is engaged in ensuring inclusive education system, and workplace opportunities through awareness generation, intervention, and supportive services. It is dedicated towards reaching to the maximum number of PwDs, supporting them in their passions, and making them equal contributor in growth shares Mr. Anurag Pratap Singh, CSR Head, Capgemini.

Capgemini also follows raising awareness of disability within the organisation and ensures that the people policies are fully inclusive to provide inclusion of PwDs at their workplace and that too in conducive environment says Mr. Anil Gidh, Global Head of Recruitment.

Capgemini ensures welcoming environment through timely access audits, and working on structural barriers. Besides to remove any attitudinal barriers, it follows policy and culture in support of inclusive workplace, as well.

Engaging the stakeholders

Partners in change



Sarthak is engaged in mainstreaming the differently abled since last 9 years, and this journey would not have been the same, without the tremendous support of our stakeholders.

Our stakeholders include all those, actively engaged in the inclusion of PwDs, and our Partners in Change. Government Organizations, Corporate, Civil Society, PwDs, and their Parents act as supporting pillars in Sarthak's mission driven project.

Their support system works on various levels, they support us in improvising and sustaining our existing units and processes; extending our services to new units, setting up inclusive environment for PwDs, in larger spectrum, and further extending the base of our supporters.

And, we engage them through involving their participation and making them informed and updated of our concerted efforts, and progresses. Accountability and Transparency of operations and impacts also acts as a catalyst in engaging the stakeholders.

First, in the line is our Funding Partners, extending monetary support to meet operational and capital costs of running a Early Intervention/ Inclusive Education/ Vocational Skilling Centre. And it is through their support

Sarthak is creating social change in a targeted tone. Currently, we have National Skill Development Corporation, Capgemini, Tech Mahindra Foundation, Powerlinks Corporation, Mahindra Finance, Team Computers, Microsoft, Hans Foundation, DLF Foundation, Sopra Steria, Aegis and Essar Foundation as our funding partners. And, to keep them abreast with the latest developments, we share updates of social impact and impact stories with our funding partners on prescribed frequencies.

Governments' support, plays a very significant role in introducing a social change. Policy imperatives, legislations, and promotional as well as binding laws, act as a great catalyst. State Governments, namely Delhi, Punjab, Uttar-Pradesh, Rajasthan, Haryana, Telangana, and Maharashtra provide various supports in our endeavors. Furthermore, Ministries of Social Justice & Empowerment, Skill Development & Entrepreneurship, Labour & Employment, Heavy Industries & Public Enterprises, Rural Development, and Department of Disability Affairs have been pro-active in providing cohesive environment for different services for PwDs. Sarthak works on preparing PwDs for wider horizon of opportunities and in parallel to it, requires scope of such exposure, and herein, government bodies play its significant role, in terms of pro PwD policies and norms. We keep our reports and advocacy activities abreast with the latest developments and our reach to the beneficiaries to keep our Government Partners engaged and updated with the progress.

Aware and Empowered Voices of PwDs - Face of the Future The Hans Foundation

Inclusion calls for concerted efforts for infrastructural, perceptual, and attitudinal inclusion and working with the same approach. Disability-inclusive practices seek to contribute to equality of opportunity and equitable outcomes

for all people. The Hans Foundation (THF) has been working towards creating inclusive environment, services, and above all attitude since 2009 through the interventions supported by THF, shares Dr. GV Rao, Executive Director, THF.



Dr. G V Rao
CECS Society

It started with the idea of creating a facilitative environment through disability awareness. In partnership with more than 30+ organizations working in the disability sector across the country, including Sarthak Educational Trust, THF stepped into providing social and economical independence through skill building initiatives designed for people with disabilities. Asha ka Jharna, Anjali and Dhobi Ghat are some of our well-known initiatives working towards enabling PwDs in becoming self reliant and independent.

Aware and Empowered Voices of PwDs and Accessible and Equal Opportunity Environment is the aspiration of change

makers in disability sector and THF with the support of various eminent national and international bodies is working towards it. Through its association with Clinton Global Initiative and Keystone Human Services International THF works for creating a supportive environment for change makers. In order to provide them the required impetus, THF is contributing in promotion of national level schemes for PwDs and ensuring its reach to grass-root levels along with National Trust and Ministry of Social Justice & Empowerment.

The Foundation is working towards holistic empowerment of PwDs through ensuring their inclusion in education, employment and also creating opportunities to showcase their potential and talent by supporting events like 9th International Abilympics in Bordeaux, France, and 6th International Disability Film Festival etc. Additionally, THF is also exploring the concept of de-institutionalization and providing opportunities of rehabilitation. THF through its network of partners are laying the groundwork towards inclusive, leading edge practices as a framework for high quality emerging support for people with disability across India.



Engaging the stakeholders

Partners in change



Sarthak provides vocational skill and placement support to youth with disability, and this project is supported by Corporate Partners in varying capacities, such as hiring and training of the PwDs. The support in providing training in tune with the market requirements is extended by training partners through On the Job Training Programs, Internships, and support in conducting Guest Lectures and Exposure Visits. And, once the candidate completes his training successfully, provision of placement opportunities and facilitative and inclusive workplace is provided by hiring partners. And, the process and support further extends to the level of creating more change makers in corporate. Sarthak regularly organizes Round Table Conference 'Manthan' across different locations of India, and existing corporate partners build our case, and motivate other corporate to replicate the practices.

The decade long relation we share with our hiring guild are amongst our most treasured partnerships, for their belief in the potential of the PwDs have given us the motivation to widen our horizon of operations in Hospitality, Retail, IT-ITes, Civil Aviation, Manufacturing, Health-care and Facility Management. Some of our new hiring partners are Amazon, Flipkart, Alpa India Private Limited, Ginger, Andaaaz Hotel, Pullman Hotels, Dr. Reddy's Laboratories, Mahindra Finance, Marks & Spencers, Being Human, Tata Trent, and others.

Furthermore, we also have various Civil Society Organizations, Persons with Disability, and their parents in our support. And, we feel privileged to be actively supported by various stakeholders in our passion driven projects, and initiatives to expand our reach to beneficiaries.

And, here comes the special task force - Make My Trip

Special task force, what do you generally associate this phrase with, a group of power packed individuals. And, yes, you are really very right in framing that picture. As, in Make My Trip, this special task force is really power-packed, it includes team of specially abled individuals. We still tend to associate PwDs, with those tasks that are easier to perform. And, as an obvious outcome majorly industries are hiring PwDs, but at generic or base profiles. And, in such scenario, Make My Trip sets a positive example by hiring PwDs in a truly inclusive manner, and extends immense support to 'Sarhthak' cause of mainstreaming the differently able.

The specially able workforce, here is actively engaged across most of the departments and levels, let it be customer handling, or finance and accounts, or the most crucial one, the legal wing. And, to break the perceptual barrier of associating PwDs, with less complex or easier tasks, one of the pioneering online travel solutions company, names one of the wings as 'Special Task Force'.

Well recognized as one of the 'Best Places to Work' within its first ten years of operations, Make My Trip, founded by Deep Kalra in 2000, has very strong people policy, and works on inclusion at work place model.

MMT is pro-actively engaged in hiring pwds all across the organization. And, it is done with a multifaceted perspective, putting due focus over growth and development of people within system and being aggressive and structured for business.

Travel industry is not only limited to only a specific set of people, having diverse workforce, facilitates getting an in-depth insights of all possible clients. And, as shared by Chief HR Officer, Yuvaraj Srivastava, having specially able employees acts as a catalyst in creating an inclusive, open, and positive culture within the organization. Their indomitable spirit and commitment is actually contagious and never fails to inspire.



Empowering the PwDs

Sarthak in Progress

Well catering to the intervention need, Sarthak works to build a nation abiding by the principles of empowerment of PwDs, such as Respect for Inherent dignity, Individual autonomy, Non discrimination, Full and active participation, Respect for difference, Equal opportunity, Accessibility, Equality between men and women, Respect for Evolving Capacity of children with disabilities, and their Rights to Preserve their Identities, posited in Rights of PwD Act 2016.

1. Early Intervention Successful rehabilitation of 400 children with disability: Disability identification and early intervention is a very challenging area, owing to the non-predictive nature of children. Further, 0 to 5 years is the most promising period to act on residual capacity of children with disability. Another challenge is related to the expense associated with intervention therapies.

All these issues clubbed together are being strategically catered at Sarthak Early Intervention centre, Delhi. Here, under a single roof, all the therapies and intervention aid is provided to children with disability at free. Further, to promote quick identification and curb the possibility of disability, awareness generation activities are conducted with Aanganwadi workers, medical practitioners, corporate houses, and parents, in general.

2. Inclusive Education Inclusion of 314 children with disability in Regular Schools: Sarva Shiksha Abhiyaan and Right to Education propagate the idea of availability and access of basic education facility to all. Still, there are many children of school going age, denied of access to their basic rights, owing to their special needs.

We started with intervention services and gradually realized intervention is not complete, till we ensure enrolment of the child in regular schools. Thus, we started working with government schools and intervened on various levels to ensure inclusive education environment. It includes inclusion at the levels of physical and attitudinal access, through infrastructural updates, sensitization of stakeholders (teachers, school management, parents), modification in curriculum and teaching methodology. Further remedial classes and pre vocational skilling system is also followed at both the inclusive education centers, namely Jaipur, and Delhi.

We also take participation in various events to generate mass awareness about disability inclusion and one such event was a workshop conducted in outskirts of Jammu under Sarva Shiksha Abhiyaan.

We also organized events, internship opportunities, and employee engagement platforms to remove perceptual barriers with Awesome Sauce, and Crocs, Bharti College, and Aditi Mahavidyalaya, and YES Foundation respectively.

3. Vocational Skill Building & Sustainable Employment Trained and Placed 5075 & 8150 Youth with Disability: Sarthak is working for vocational skill building of youth with disability through its 3 months training program across 12 centers. The training is not only limited to make trainees aware of subject knowledge but also overall personality development, through mix of allied activities, committee system, and practical training in skill labs.

Under the training program beneficiaries are mobilized to get enrolled in training program, screening for suitable training trade and placement opportunity thereafter is conducted, based on candidate's preference and suitability. Follow-up with the trainees post placement also plays a significant role and workplace support is also provided as and when required.



An inclusive workplace to exclusive strengths! - Vindhya E-Infomedia

"Two ladies walked in my first office, I asked them their whereabouts
And when they started writing their responses, I realized they could not speak
I told them, carrying a notepad always to communicate would not serve my purpose,
Moreover, communication would be lost and they said, We have sign language to interact; I said nobody here knows sign language
They firmly said, you teach me my job, I will teach you sign language
And, their confidence pushed me towards making them part of my team,

And, as promised, they equipped me with sign language! shares Ms. Pavithra, MD Vindhya E-Infomedia. She further shares that incident actually removed their perceptual barriers, that disability can pose a limit to the potential. And, as a matter of fact, our growth has been largely due to responsibility and dedication of our employees. Vindhya E-Infomedia was started with the plan to hire orthopedically handicapped individuals only. And, now it has

more than 1000 workforce of PwDs, and at varied job roles, and the workplace is inclusive logistically and exclusive strength wise.

In the scenario, where workplace inclusion is widely talked about, but still limited to specific job roles, running an organization with 60-70% workforce of PwDs, and projecting promising revenue, is a food for thought. Vindhya E-Infomedia Private Limited was started in year 2006 with the vision of bringing business and philanthropy together, and is proceeding well towards its mission. The workplace posits a glimpse of an inclusive world, where all differences of physical stature and capabilities, are well accepted and the facilities are designed giving due heed to everyone's requirement. And it could be rightly termed as 'a place, where everyone with disability is provided an opportunity to work to their Abilities.'



Empowering the PwDs

Sarthak in Progress

4. Advocacy Activity 100+ Small and Large Scale Events & Activities:

Advocacy activity is a regular supporting activity at Sarthak and aids in creating a momentum for various services and initiatives towards empowerment of PwDs. It includes various large and small scale events, namely local events, Street Plays, Information Stalls, Regional Summits, Round Table Conferences, Disability Sensitization, and National Conference on Disability.

All these activities are conducted across varied locations in India, on fixed frequencies. And, involve participation of various stakeholders, such as PwDs, Parents of PwDs, Corporate, Government Agencies, Academic Institutes, civil societies, and communities.

Advocacy is also conducted through digital means such as social media and website. Besides, Monthly update mailers, and Sarthak Bulletin are also active platforms to advocate for the cause.

5. National Abilympics Association of India: On December 12, 2016, National Abilympic Association of India was handed over to Sarthak Educational Trust and this remarkable association between NAAI and Sarthak paves the way for more inclusive approach owing to Sarthak's Pan-India presence and strong support system of wide group of stakeholders (Government Agencies, Corporate Bodies, Civil Societies, and PwDs).

NAAI is in its 15th year of existence. During this period the Abilympics movement has spread throughout the country

and has helped increase awareness about the abilities of disabled people in society.

6. NGO capacity Building Program: At Sarthak, we are not only restricted to catering to the needs of persons with disability directly, but also equipping existing change makers with better capacity and strength. And, in this line, we have conducted an 11 Month NGO Capacity Building Program at Telangana in support with Microsoft.

Capacity Enhancement Workshop broadly covers three components, namely, Technical, Operational, & Organizational. Customization of the same is decided post rapport building cum screening Workshop of NGO participants.

7. Accessible Event Management Support: Sarthak has recently entered into providing Accessible Event Management Support in its endeavour to create an inclusive world irrespective of any disability, And, the first such support was provided to Microsoft, in organising its first ever Accessibility Summit in Hyderabad, on May 30, 2017.

8. Parents' Interaction Forum: Sarthak has initiated a Parents' Interaction Forum, where all the parents can drop their queries by a simple click and their doubts and concerns are addressed by a team of Professionals, Medical Practitioners, and Parents of PwDs.



Equal Access to Progress, Development & Opportunities ...Aegis

Diversity is at the core of work at Aegis. It endeavours to craft a work atmosphere that provides everyone equal access to progress, development and opportunities.

Aegis embarked on the journey of Diversity and Inclusion in 2009 and has implemented a six dimensional model of Diversity focusing on various aspects of the workforce in which persons with disabilities is an important attribute shares Global CPO, Aegis, Mr. S.M. Gupta.

The other five attributes are Gender Inclusivity, Inclusion of Socially & Economically Disadvantaged People, Culturally & Linguistically Diverse (CALD) People, Mature Age People and Indigenous People.

To promote hiring of PwDs, Aegis follows various hiring initiatives in addition to conventional methods of

advertisements, walk-ins, and job fairs, namely Partnering with NGOs such as Sarthak, Enable India, out-sourcing data from Hospitals, pamphlet distribution in slums, and many more. And to assure skilled PwD workforce, has also tied up with NGOs working for skill building of PwDs, Vocational Rehabilitation Center, and also follows training cum job orientation program, and elaborate Career Path Framework clearly articulating learning and growth opportunities at each level.

Equal employment opportunity, accessible workplace and employee engagement initiatives for PwD form significant component of Aegis policy. In addition, certain flexibilities are also provided based on their specific needs such as service conditions, choice of shifts, seating arrangements, special disablement leave to name a few.

Aegis celebrates the spirit of inclusivity and co-existence in its truest form, and publication such as Aashayein...the Hope, and Diversity at Work @ Aegis, well portrays its spirit of inclusion.

Mr. S. M. Gupta,
Aegis



Joy of Giving Celebration by installing Wish Tree at Aegis

Sarthak new initiatives - National Abilympic Association of India

Individuals demonstrating to themselves & others, that they are better than they ever thought and they are way better than they were ever told, is a common sight across Abilympics, but not so common in regular lives. Thus, to overturn traditional views in regard to the skills, potentials and abilities of disabled persons resulting in increased employment opportunities and vocational stability, Abilympics play a significant role.

Contraction of the words 'Abilities' and 'Olympics', Abilympics are an opportunity for PwDs to demonstrate their professional excellence in a competitive setting and aims at improving vocational skills of PwDs to promote their participation in socio-economic activities.

The first Abilympics competition was held in Tokyo in 1981 to commemorate the United Nations' International Year of Disabled Persons (IYDP). Abilympics now takes place every four years, governed under the International Abilympic Federation, and has been internationally held in Perth, Australia (1995) Prague, The Czech Republic (2000), New Delhi, India (2003), Shizuoka, Japan (2007), Seoul, South Korea (2011), & Bordeaux, France (2016).

Next International Abilympics is to be held in Canada in 2020 and India would be represented by National Abilympics Association of India (NAAI).

It was originated at Amar Jyoti, Charitable Trust in Delhi and on December 12, 2016, was handed over to Sarthak Educational Trust.

In May 2001, at the behest of Ministries of Social Justice &

Empowerment (MSJE) and Human Resource Development (HRD), Government of India, NAAI was formed. And, during last 15 years, Abilympics movement has spread throughout the country and has helped increase awareness about the abilities of disabled people in society. Since its beginning NAAI has represented India in the 6th (2003-India), 7th (2007-Japan), 8th (2011-South Korea) and 9th (2016 - France).

NAAI governing body members are as follows
Patrons:

- Dr. M. B. Athreya, Management Guru, Padma Bhushan Awardee
- Dr. Uma Tuli, Founder, NAAI
- Air Marshal Satish J. Inamdar, Past President, NAAI
- Shri Ranjan Chopra, Founder & CMD, Team Computers
- Shri Krishan Kalra President
- Dr. Sudhir Gupta Vice President
- Shri Sandeep Bhargava Vice President
- Dr. Jitender Aggarwal Secretary General
- Shri Raj Kapur National Secretary
- Dr. Bhushan Punani Immediate, Past President



NAAI past event



NAAI handover

I know my language...

- Story of Archana, Pune

Archana was born with hearing impairment, and the only way she used to communicate was her own signs and expressions. And, it was going perfectly fine, till she was expected to communicate with her near and dear ones. She got married, and used to interact the same way with her husband and child as well. But, gradually increasing expenses made her feel like sharing his responsibilities. Once limited to her family and friends only, now she had to communicate with the external world.

She came to know about Sarthak, as supporting persons with disabilities through training & employment and visited the centre for getting enrolled in training classes. "We told her about, training program, and how we deliver training to hearing impaired individuals through sign language. And, then her husband told us, she is not known to sign language either. We discussed amongst our team, and said, we will teach her sign language as well,

but that calls for extra classes, as in the class, all other candidates know sign language. They agreed and we started her training of vocational skills and sign language together." shares Manager Pune Centre.

The period of training was challenging, as she had to put multifarious efforts to learn sign language, and learning skills through sign language as well. But, she strived hard, and successfully acquired requisite skills and basic sign language understanding and, owing to her dedicated efforts cleared her interview in Westin Hotel.

Archana shares in sign language, that she is very happy as her son and husband are proud of her achievement. She further shares, "The Barrier between the World and Me was not being deaf, but ignorance of sign language, and now as I know my language, I could talk to anyone."



Sarthak new initiatives - Accessible Event Management Support

Ensuring participation for a wider range of attendees including PwDs is the primary step towards creating a better experience for all. And we feel pride to share that we have taken this primary step through our Accessible Event Management Support initiative in 2017.

And, the first such support was provided to Microsoft, in organising its first ever Accessibility Summit in Hyderabad, on May 30, 2017. The event was a huge success and witnessed various eminent personalities from Government, Corporate, Civil Society Groups, and Individuals. The support aims at creating a barrier free event environment, wherein, every nook and corner is considerate of accessibility requirements of persons with disability.

It works on simple principle of identifying the possible barriers for all types of disabilities, and adopting a proactive approach to inclusion. Further, participants are also invited to notify their possible accommodation needs, in advance. The process starts with a diligent physical audit of venue and its assessment on basic accessibility parameters. Thereafter, possible action areas to make it completely accessible are listed and worked upon. In parallel to this, complete program is landscaped with inclusive approach, such as Physical Environment, Technical Sessions, Basic Facilities, Communication, Processes and Procedures, Logistics, and Hospitality, and worked upon.



Education is the tool to overcome disability led barriers

- Story of Karan, Chandigarh



When I was born, my family was really happy, I being a Boy.

But when they realized, whom they took as their prospective support,

Is a low vision, their happiness vanished,

And, then they thought of investing least in my education & upbringing, considering it to be a waste.

But, then one family friend suggested Education, as the only possible tool to overcome challenges owing to disability,

And that MADE MY LIFE, what it is, shares Karan working as a Salesman at Being Human outlet in Chandigarh.

Karan did his schooling from a blind school and was always motivated to live an independent life but lacked in required skill set, and seeking a job was also not easy. Both these concerns were well addressed through 3 months training and placement support at Sarthak Chandigarh Centre.

And, now Fresh Stocks, Concessions, Sale, Introductory Prices, are the part and parcel of his life. Despite being a low vision, Karan has a keen eye for of customer preference, and quick sales. He confidently assists customers and with his positivity and hard work has become, favorite of many.

He shares, "being in people's preference, and becoming support to my family and friends is what I always aspired for. And, I felt really happy, when I assist customers as a sales person."

Sarthak new initiatives - NGO Capacity Building Program

At Sarthak, we are not only restricted to catering to the needs of persons with disability directly, but also equipping exiting change makers with better capacity and strength.

And, in this line, we have conducted an 11 Month NGO Capacity Building Program at Telangana in support with Microsoft, in 2016-17.

In this workshop, various NGOs from Rural, and Semi-Urban areas working in the areas of skill building of persons with disability were provided 24 days training. It covered mix of varied topics based on participant's requirement and focusing over generalised betterment of procedures and practices of NGOs.

Capacity Enhancement Workshop broadly covers three components, namely, Technical, Operational, & Organizational. Customization of the same is decided post rapport building cum screening Workshop of NGO participants.

- **Technical Training:**

One of the primary objectives of running NGO Capacity building is to instil technical know-how and basic understanding of computer usage, so as the same could be used for better planning and management of official tasks and operations.

- **Operational Trainings:**

Through customized training programs catering to the different needs of NGOs working in disability sector, trainees are equipped with the skills required to plan, organize, and manage their operations.

- **Organizational Trainings:**

It refers to training to improvise and standardize the processes, and Monitoring and Evaluations skills to timely assess the progress.



“The world through my eyes” ...

Memoirs of a special child

Raising a special child comes with its own challenges and is a great learning experience about life.

If you decide to let him live a regular life and entail his basic rights, one has to follow a road less travelled.

Because even if the parents are accepting, the social environment and infrastructure is not, in general.

And to provide a proper upbringing and environment to a special child, parents have to fight with themselves, their families, society, schooling system, employment prospects, and whatever else one could think of.

When Chaitanya was of 1 year but not able to stand, we got worried and took him to Orthopaedic Surgeon, and the baby was diagnosed to be having Cerebral Palsy. We were devastated. But then recollected all our strengths and resolved to give the best possible upbringing to our child. Because, if we would not be taking it as a normal thing that could happen to any of us, would not have been able to convince others, share Dr. Rita Dutt, and Sarvpriya Nirmohi, parents of Chaitanya Mukund.

Mostly parents do not know what to do, where to go, and the precious time is wasted. Awareness is direly needed and by spreading disability awareness with Chinmaya Umang

(at Chinmaya Tapovan ,Dharamshala, H.P) and many such sources, we are contributing our share, says Sarvpriya Nirmohi.

The parents have spent most of their times over rigorous research and continuous learning to cater to the needs of their child in best possible and informed manner. And have referred online sources and dedicated bodies such as Spastic Society of Northern India (Now known as AADI) as well. Dr. Rita Dutt despite being busy in her medical profession did a course of Special Educator to understand and help her child in a better way. She makes Audio Video educational and motivational talks for the differently abled children and their parents.

The parents now feel proud to see that their struggles and efforts got materialized.

Chaitanya Mukund has just completed his book Shivaye The Wonder Boy, writes blog, The World Through My Eyes, Memoirs of a Special Child, is a Motivational Speaker, and a Loving and helpful person. He has completed his Graduation and Post Graduation in Mass Communication from Punjab University, post completing his school education (10th & 12th) from National Institute of Open Schooling.



Sarthak new initiatives - Parents' Interaction Forum

No, this can't happen to my child.

What is going to happen to him, when he is three,.. twelve,.... twenty,... and when I am gone?

Has it happened because of me? Was, I not careful enough? Where was I lacking?

Why this happened to me? Why my child is facing all this?

What to do now?

How, can I best meet the needs of my child? What all services and, provisions, are available?

All these questions, suggest varying emotions ranging from denial, anger, fear, guilt, depression, and shift towards how to deal with the needs of the child, flooding the minds and heart of parents of children with disability.

Having a child with disability, or discovery about the disability of your off-spring, has profound impact over the family. And, how well the parents identify and address this emotional upheaval sets the tone for proper upbringing of children with special needs.

Parents of the special children need to play multiple roles, such as implementers of professional advice, service providers, teachers, social advocates, and family members. And, to play all these roles, justifiably, they need to be well equipped with the relevant information, and experiences of other parents' to be motivated.

As the attitude parents' have must not only be supportive and dynamic, but also be contagious, in order to be absorbed by the child, his/her friends, peers and the extended family. And, all this calls for someone, they could look towards for guidance and mentoring.

Taking this particular need in concern, Sarthak has initiated a Parents' Interaction Forum, where all the parents can drop their queries by a simple click on 'Ask an Expert'. The team members connect the said

parent with our support system, and the queries are answered, and requisite guidance and support is also provided.

Our support system comprises of medical practitioners, experts, and Parents' of persons with Disability:

Dr. Nagaratna, Early Interventionist, RML Hospital

Dr. Om Sai, Psychiatrist

Dr. G. K. Saini, Paediatrician

Dr. Sunil Bhatnagar, Paediatrician

Dr. Sudhir Gupta, Director, Cygnus Medicare Pvt. Ltd.

Ms. Nandini Rawal, Executive Director,

Blind People's Association

Dr. Alok Kumar Bhuwan, Expert in Intellectual Disabilities

Dr. J.S. Saini, Dean & HoD, NITTR, Chandigarh,

Parent of Children with Special Needs

Dr. Rita Dutta, Dermatologist, Parent of Children with Special Needs



Yes, know she responds to sounds...

- Story of Aastha

Aastha was born with bilateral profound hearing loss, and thus was indifferent when her parents used to call her. They started noticing it, and tried their own tests at home, such as banging doors, clapping, making sounds, but were inconclusive. They assumed, she must be ignoring, as it is not that easy to accept that your own child is having some disability.

His father shares, "I use to cradle her in my arms and stare for hours wondering whether she could hear me or not. And, she used to amuse me with her pleasant bright smile."

One day, the parents determined to get her consulted, and in tune to their fear she was suspected to be deaf. They went for diagnostics and it was confirmed that she was having bilateral profound hearing loss. They were shattered, but clubbed all their strengths and determined to make her life

simple and happy, as they always wished for.

They started exploring possible solutions, and this brought her to Sarthak Early Intervention Centre, Aastha was enrolled, and therapist started exploring her preferred way of communication, through visual learning, i.e. signs or with the support of hearing aids.

And, soon her speech therapy was started with basic auditory skills training. In the initial phase, Aastha used to shut her ears and showed her reluctance to sound. But, slowly with continuous efforts she started responding and reacting to sounds.

She is also enrolled in special education where she learns through listening and responds. She is very active and plays with other children as well. And, now when her father comes to pick her and call her name she responds to sound and smiles.



Feathers in our Cap

2017 has been a power packed year, with various developments and landmark initiatives. And, many such initiatives were recognized, as well. Our Recognitions, Accreditations, and, presence across disability sector are as follows:

Recognition & Awards:

- Felicitated at Awards & Conclave Event, 2017 organised by Sambodhi Research Organisation, New Delhi.
- Awarded at the Sports India Awards 2017 for bringing Olympic and Paralympic Moment in India.
- Felicitated at the International Excellence Award 2017 for Service towards People with Disabilities by Association of Special Educators and Allied Professionals in August 2017.
- Awarded as the Outstanding Contributor in the field of Specially Abled by Sonalika Tractors in July 2017.
- CSR Excellence Award 2017 organised by India International CSR Conclave & Award 2017.
- Awarded as the Best NGO at the eNGO Award organized by Digital Empowerment Foundation (DEF) at Prayag, Surajkund in February, 2017
- Exceptional Achiever's Award by Government of Delhi.
- Best NGO in 2015 by Punjab State Government.
- Rashtriya Swayam Siddha Samman by JSPL Foundation.
- Listed on Asian Venture Philanthropy Network (AVPN) Platform.
- Listed on Samman, an initiative by Confederation of Indian Industry (CII), BSE and Indian Institute of Corporate Affairs (IICA)



The journey from a street vendor to Hostel Supervisor...

- Story of Bhagwan Sahay, Jaipur

"I very well remember how my parents' used to put stalls on street,

The daily hassles of blocking a space on pavement and setting up products on display were just a part of their lives...

And, they were happy, if they could sell something by the end of the day,

Sometimes, I also use to join them,

But owing to disability in my leg, I was not much of a help

They sent me to school, hoping I would grab a decent job,

But could not continue the same, owing to poverty, and I had to drop out,

So, I continued joining my parents at their street shop.

And, kept on trying for jobs, but owing to lesser education,

and disability, it did not happen."

recalls Bhagwan Sahay, working as a Hostel Supervisor, at one of the hostels of S.P. Foundation.

It all started when one day Rajesh, our mobilizer of Jaipur centre met him at his street stall, and asked, Kitna Padhe Likhe ho, Job karna chahte ho?

And, he shook his head in a big Yes! and, joined three months free training program.

But, as he needed to earn as well, he continued setting up street shop and training at Sarthak Kaushal Vikas Kendra in parallel. He also took extra computer classes, with the help of trainers, to get complete hold over computer operations. And, when he appeared for the interview, he impressed the HR Manager at S.P. Foundation and grabbed the job, instantly.

The journey from a street vendor to Hostel Supervisor has been full of all ups and downs and, showcases various colours of hopes and despair.



Feathers in our Cap

Accreditations:

- A registered Society under Indian Trust Act, 1882 with Registration No.9946 dated 04 July, 2008.
- Registered under Section 80G of the Income Tax Act, 1961 which enables it to extend 50 percent exemption to its donors from the Income Tax.
- Registered under Foreign Contribution (Regulation) Act, 1976 with Registration No. 231661631 dated 04 March, 2016.
- Accredited by Charities Aid Foundation (CAF) for standard operating procedures across centres and systematized management practices.
- Accredited by Credibility Alliance.
- Registered at Give India platform to raise funds for various activities and events.
- Listed on Asian Venture Philanthropy Network (AVPN) Platform.

Presence across Disability Sector:

- Sarthak is also involved in various government and non-government bodies to advocate PwDs and represent them such as:
- Governing council member of Sector Skill Council of Persons with Disability.
 - Presence in Governing Committee of National Award for Persons with Disability.
 - Governing council member of National Fund for Persons with Disability.
 - Governing council member of National Action Plan for Persons with Disability
 - Organizing Committee, National Abilympic Association of India engaged in Vocational skilling competitions at national and international levels.



Hardik's journey so far...

Talking to self,
Use of Jargons which others won't understand,
Not sitting at one place,
Hitting others,
Repeating what somebody says, again and again,
Not playing with other children of his age, either distant watching or disturbing their game,
Eyes Fixed,
&, Stubborn and immensely rigid
This list has been massively removed from Hardik's life in our association.

We very well recall when Hardik came to our Early Intervention centre, with his parents. On the one side his mother started counting her behavioural challenges, and medical history, and diagnosis of having autistic features, and on the other he fixed his gaze on Fan. We tried to interact and make an eye contact, but the effort was unanswered.

Our team counselled the parents of child condition and explained therapies as well. We started with occupational and speech therapies and changes were visible within two months. Occupational therapy toned down his continuous movements, and hyperactivity, and improved his attention span, and he started responding appropriately. Gradually, he was also enrolled in special education to learn basic concepts.

In parallel to it, speech therapy was also being provided focussed over his speech and reducing repetition. Although repetition was still there but sitting for the complete sessions and completing assigned tasks, was a positive cue. All the interventions were casting gradual and incremental effect.

And, now, Hardik writes independently, speaks in two-three word phrases, and is known to various concepts, such as Alphabets, Numbers, Colors, Fruits, and many more, and plays with other children. And, now his parents are planning to send him to a regular school.



Sarthak Advisory board

National Advisory Board

- Mentor & Guru, Padma Bhushan Dr. M. B. Athreya
- Shri Krishan Kalra, Past President, All India Management Association
- Shri Ranjan Chopra, CMD, Team Computers
- Shri Sandeep Bhargava, Executive Vice President, Vodafone India Limited
- Dr. Sudhir Gupta, Director, Cygnus Medicare
- Dr. V. P. Singh, Advisor, Patanjali Limited
- Shri Raj Kapur, Advisor, JCB Electrics Thapar Group
- Smt. Rewa Nayyar, Chairman, Bal Sahyog
- Shri Supriyo Gupta, CEO, Torque Communications
- Shri Bhushan Punani, Blind People Association
- Shri Luv Verma, Ex-Secretary, Government of India
- Prof. M.P. Poonia, Vice Chairman, AICTE
- Shri S.M. Gupta, Global CPO, Aegis
- Shri Niranjana Khatri, Ex-GM Environment, ITC
- Group Capt. DV Arora, Founder & CEO, Perfect Solutions
- Shri R. Hari, General Manager, Lemon Tree Hotels
- Shri Ritesh Sinha, Director CSR, DLF Foundation
- Smt. Anuradha Bhawnani, Regional Director, Shell Foundation
- Shri Ajay Kanchan, CEO, Centre for Advocacy
- Shri Atul Bhatnagar, Ex-COO, NSDC
- Shri Neeraj Mehra, Ministry of Sports & Youth Affairs

Chandigarh, Advisory Board

- Shri Shyam Sunder Pattnaik, Director NITTR, Chandigarh
- Dr. J.S. Saini, Dean & HOD, NITTR
- Smt. Neena Khanna, Educationist
- Dr. V.J.S. Vohra, Ex-President, Rotary
- Shri Sarvpriye Nirmohi Sharma, All India Radio
- Dr. Rita Dutt, Medical Practitioner
- Shri Paramjit Singh Sodhi, Advisor, Competent
- Smt. Sofi Zahoor, Senior Director HR & Operations, QuarkXpress
- Smt. Guneet Sethi, HR Head, Gillard Electronics Private Limited

Ludhiana, Advisory Board:

- Smt. Alice Guram, CEO, Media Pulse
- Shri Ajeet Lakra, CMD, Super Fine Knitters
- Shri Shakti Sharma, President, Manufacturing Association
- Smt. Poonam Bindra, Director, Nirdosh NGO
- Shri Raju Bansal, Director, Bansal Knitwears
- Smt. Archana Khurana, Founder, Human Rhythms

Jaipur, Advisory Board:

- Shri N K Chaudhary, Chairman, Jaipur Rugs
- Smt. Alka Batra, Past Chairman, FICCI FLO
- Shri Vikram Joshi, CEO, Rangotri
- Smt. Malti Jain, Consultant, World Bank
- Prof. Upender Pandel, Senior Professor, MNIT Jaipur
- Shri Akhilesh Jain, CMD, REIL

Lucknow Advisory Board

- Shri Subesh Kumar Singh, Ex- DGP, Indian Police Service
- Dr. Nishith Roy, Vice Chancellor, Dr. Shakuntala Misra National Rehabilitation University
- Shri Zafar Zaidi, Ex Deputy Director, VRC, Ministry of Labour & Employment
- Shri Umair Usmani, Head Diversity India, Aegis Global
- Dr. Ratnesh Kumar, Ex Director CRC, Ministry of Social Justice & Empowerment
- Shri P K Pundir, Director Employment, Government of Uttar-Pradesh
- Shri Gaurav Chandra, Director, AIITH Kanpur
- Shri Nishant Sinha, VP Operations, Aegis Global
- Dr. Siddiqui, Mobility Foundation

Pune Advisory Board

- Shri Pratap Pawar, Trustee, Bal Kalyan
- Smt. Minetta Patil
- Shri Amulya Charan, Advisor, Energy Infrastructure, & Finance
- Shri C P Kapur, Former Senior VP
- Shri Parvez Billimoria, Executive Director of PBMA
- Major General Vijay P. Pawar, Queens Mary Teaching Institute
- Dr. Rajendra Jagdale, Director General & CEO, University of Pune, Science & Technology Park

- Shri Kalidass, Kamayani School of Mentally Handicapped
- Dr. Arvind Kulkarni, Kamayani Institute, Pune
- Shri Nand Kumar Phule, Senior Social Worker

Mumbai Advisory Board

- Shri Jitender Kalra, COO, Reliance Foundation
- Shri Anil Gidh, Global Head Talent Acquisition, & Resourcing, Capgemini
- Shri Nikhil Sharma, COO, Ginger Corporate Office
- Shri Ram Babu Gupta, Professor, TISS
- Shri Charudatta Jadhav, Lead Innovative Leverage Group, TCS
- Smt. Divya Sippy, Capgemini
- Smt. Neerja Saran, CEO, Spandan SPA
- Shri Siddhartha Rastogi, Director, Ambit Capital Private Limited
- Smt. Neelam Lulla, Educationist, Education Audiology Research Centre
- Shri Prashant Issar, CEO, Mirchi n Mime
- Shri Sam Taraporewala, Director, XRCVC
- Shri Siddharth Kak, Director Producer, Hunarbaaz

Hyderabad Advisory Board

- Shri Jayesh Ranjan, IT Secretary, Government of Telangana
- Dr. Rao, Chairman, LV Prasad Eye Institute
- Shri Hanuman Chaudhary, TCS
- Smt. Anju Khemani, Senior Disability Consultant
- Smt. Indira Sushil Kumar, Ex Communication Head, Tech Mahindra
- Smt. Sujashree Kurapati, CEO, Deque
- Shri Rais Ahmed, HR Manager, Aegis
- Shri Akhilesh Sureen, Sr. Director, Human Resources, Sutherland
- Smt. Srilata Sundari, HR Manager, Sutherland
- Shri P. Gangadhar Rao, Consultants Committee
- Shri Sharad Anand, MD, Shivam Medisoft
- Shri PBV Subbaraju, President, Netra Vidyalaya

Ambala Advisory Board

- Shri Vipin Gupta, Advocate

Kolkata Advisory Board

- Dr. Samir Roy, CEO, Silence
- Dr. Jhuma, Director, VRC Kolkata

The first wobbly step...

A walk to remember
- Story of Prince

Prince being the only child was getting everyone's attention, and all were witnessing his attention grabbing roll around, and were desperately waiting for crab walking, climbing stairs using hands, and his first walk. But, it all seemed to have delayed and caused concern to the family.

Originally from a nearby village setting, parents decided to move to Delhi for medical consultation. They made visits to various hospitals, and were told about Cerebral Palsy as the possible cause.

They were highly worried due to roaring expenses, and the fact that their only child is diagnosed with a concern, they have not heard before. From one of the hospitals, they got to know about Sarthak's free of cost intervention services.

A bit hesitant, they made a visit to the centre, and the parents were interviewed about Prince's progress chart,

assessment was conducted, and he was enrolled in occupational therapy. But, initial sessions were really very challenging. Owing to tightness in his lower limbs, exercise sessions were very painful, and Prince tried his best to avoid sessions, and crying at the top of his voice. During the sessions, squint in one of the eyes was also noticed.

Mother was also engaged and trained to repeat the exercises at home one to two times, for quicker results, and to consult ophthalmologist. And, gradually the positive results started showing up.

And, we very clearly remember when one day her mother told us that Prince stood on his own, and put his first wobbly steps, a walk she will always remember. Now, prince goes to regular school and tries to play with his classmates, and parents are really very happy of this progress.



Catalysts of Change: Our partners

Funding Partners

National Skill Development Corporation
Capgemini India Limited
Tech Mahindra Foundation
Team Computers
Microsoft
Sopra Steria
DLF Foundation
Powerlinks Transmission Private Limited
The Hans Foundation
Aegis India Private Limited
Essar Foundation
Mahindra Financial Services
Crocs
HDB Financial Services
Sonalika Group
Relaxo Footwears Limited

Government Partners

Ministry of Social Justice & Empowerment
Ministry of Skill Development & Entrepreneurship
Ministry of Labour & Employment
Ministry of Heavy Industries & Public Enterprises
Ministry of HRD
Department of Disability Affairs
Ministry of Rural Development
Government of Delhi
Government of Punjab
Government of Uttar-Pradesh
Government of Rajasthan
Government of Telangana
Government of Maharashtra
Government of Haryana

NGO Partners

Blind People's Association
Enable India
The Poona Blind Men's Association
Rotary Club Jaipur
Sparc India, Lucknow
Viklang Sahara Samiti
Samarpan Welfare India
National Federation of Blind, Ambala
Amar Jyoti Charitable Trust
Youth for Jobs
Koshish Special School
Patiala - Deaf and Blind School
Mentor India Ludhiana
Jaipur Foot
ATMA
Dr. Shakuntala Misra National Rehabilitation University
Seth Anandi Lal Poddar Institute of Deaf Dumb
Victoria Memorial School for Blind
All India Institute of Physical Medicine & Rehabilitation
Kamayani School for Mentally Handicapped
Dr.Reddy Foundation
LV Prasad Eye Institute



Hiring Partners

IT & BPO Sector	Aegis, TCS, Barclays, Vertex, E - Vindhaya Infotech, Tata Teleservices, Mahindra Finance, Genpact, HCL, Concentrix, General Electric, Microsoft, TCS
Organised Retail	Reliance, Nestle, Star Bazaar, Being Human, Marks & Spencers, Pantaloons, Landmark Group, Future Group - Big Bazaar, Vishal Mega Mart, Sapphire Foods
Hospitality	International Hospitality Group - Crown Plaza, Holiday Inn; Starwoods Hotel - Le Meridien, Westin Hotels, Sheraton Hotel, Lemon Tree, Hilton, Keys Hotel, Pallavi Hotels & Resort, Mahindra Holidays, CCD, Dominos, WOW Momos, QDS, Ginger Hotels, Pullman, Andaz
Manufacturing	Vaibhav Global Limited, Alpla India, Minda Group, Shri Ram Pistons & Rings Limited, Orient Craft Limited, Yodeva Plastics Private Limited
E - Commerce	Amazon, Flipkart, Make My Trip
Healthcare	Apollo Healthcare, Max Hospitals
Civil Aviation	Indigo
Banking	Standard Chartered, Deutsche Bank
Facility Management	Sodexo, Eureka Forbes, Advanta Technologies, Sahakeni Bandhar, Barrier Break

Nothing comes on its' own, you have to make efforts!

Story of Aakash, Delhi

"The most wonderful feeling is of independent life, and being a support to your family.

Don't you want to relish that feel?

I know, you do, and everyone does so.

But, nothing comes on its' own you have to make effort.

You have to face challenges."

The above interaction is not from a motivational book but from one of Sarthak's team member at Delhi Centre, Akash. He spends most of his time counseling persons with disability, to get enrolled in three months training program at Sarthak and earn an independent living thereafter.

And, we feel pride to share that he is Sarthak Alumni. We still remember when he started coming to our Delhi center for training.

He has no fingers on his right hand but that he never counted as a limitation to his potential.

The only challenge was his introvert or self restraining attitude. And, this was needed to be addressed along with sector specific training, to ensure his sustainable employment.

He was trained and even during the initial phase of training his immense confidence and faith in his potential was reflected every now and then.

And, this is not it, this faith and confidence was actually contagious. He had the zeal and enthusiasm for motivating others to develop a positive attitude, which we found most appropriate for the role of Help Desk at our centre.

So, once his training got completed he was involved in Team Sarthak at Delhi centre as Help Desk Executive, and is well catering to his role.



Glimpses of 2017



A Picture is Worth a Thousand Words!



Advocacy at Jaipur Centre



Accessibility Summit jointly organised with Microsoft at Hyderabad



Books Distribution Event by Fortis Healthcare



Community Mobilization Drive by Sarthak Team



Chandigarh Team & Trainees running for the cause

Glimpses of 2017



Colors of Friendship, painting by Sarthak Trainee, Pawan



Crocs Team in interaction with Sarthak Delhi Trainees



Convocation Ceremony of Delhi Trainees



Celebrating Autism Day



Delhi Trainees engaged in Activity Session

Glimpses of 2017



Asian Paints Employee Engagement



Media Coverage



Shoe Distribution by Cross



Mass Mobilization at DMRC



Exposure Visit

Financials

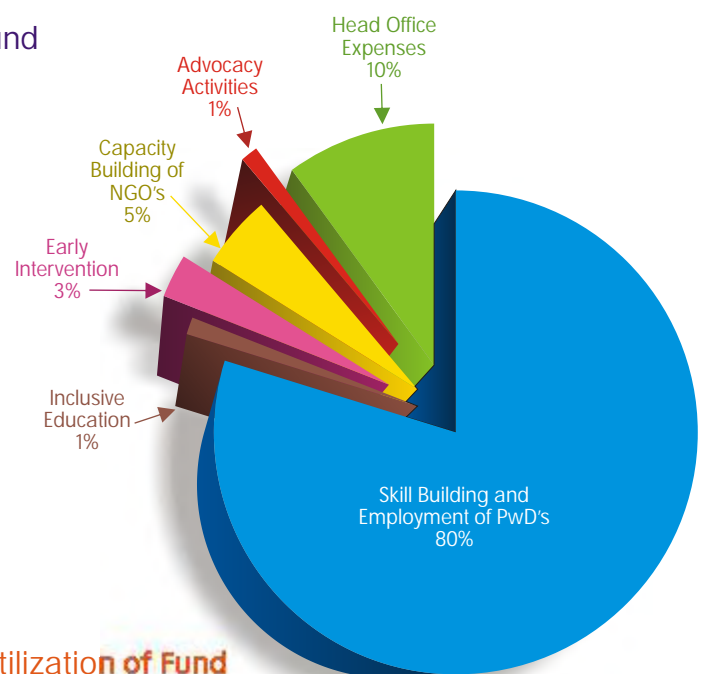
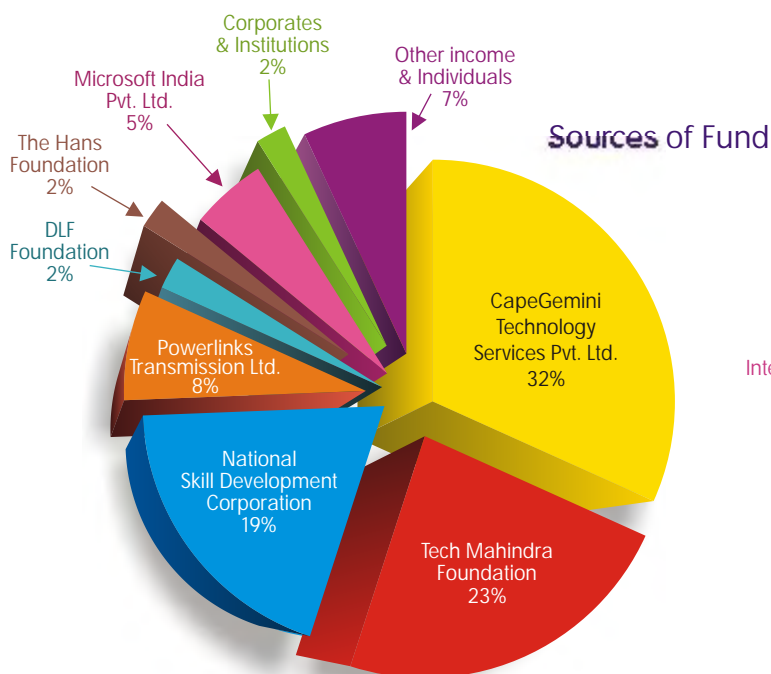
2017-18

Sources of Fund

Particulars	Amount	Percentage
CapeGemini Technology Services Pvt. Ltd.	11,885,850	32%
Tech Mahindra Foundation	8,467,788	23%
National Skill Development Corporation	7,150,374	19%
Powerlinks Transmission Ltd.	2,935,000	8%
DLF Foundation	702,800	2%
The Hans Foundation	780,000	2%
Microsoft India Pvt. Ltd.	1,832,355	5%
Corporates & Institutions	1,215,132	2%
Other income & Individuals	2,652,989	7%
Total	37,622,288	100%

Utilization of Fund

Particulars	Amount (Rs)	Percentage
Skill Building and Employment of PwD's	27,290,065	80%
Inclusive Education	300,000	1%
Early Intervention	1,026,960	3%
Capacity Building of NGO's	1,678,077	5%
Advocacy Activities	438,792	1%
Head Office Expenses	3,367,384	10%
Total	34,101,278	100%



Financials

2017-18

Sarthak Educational Trust
 Building No 1, Team Computers, Mohanmadpur
 Near Bafkaji Cama Place, Delhi-110066
 Balance Sheet as at 31.03.2017

Amount in Rs.

Liabilities	Note	2016-17	2015-16	Assets	Note	2016-17	2015-16
CAPITAL ACCOUNT				NON-CURRENT ASSETS			
Capital Fund	7	1,48,65,677	69,16,524	Gross Block of Fixed Assets	10	1,13,63,119	69,96,928
Capital Assets Fund Utilised	8	62,63,438	56,49,437	Less: Accumulated Depreciation		50,99,681	19,47,492
Contribution Received in Advance	9	1,52,84,527	37,91,865	Closing Balance		62,63,438	50,49,437
CURRENT LIABILITIES				CURRENT ASSETS			
Duties & Taxes		2,514	2,32,303	Investments in FDRs		73,26,882	20,26,882
Creditors & Others Payables		2,82,141	1,23,510	Int. Accrued but not received		4,51,601	1,00,951
Staff - Imprest payable		3,16,470	1,02,491	Cash in Hand		72,769	19,353
Cheques issued but not presented		4,91,794	-	Bank A/c		2,21,73,305	96,92,337
				Imprest A/c		12,657	-
				TDS Receivables		4,99,259	2,54,687
				Advance to suppliers		50,175	1,25,000
				Prepaid Expenses		20,195	-
				Security Deposits		6,37,300	-
Total		3,75,07,561	1,73,27,727	Total		3,75,07,561	1,73,27,727

Significant Accounting Policies and Notes to the Accounts

1

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
 CHARTERED ACCOUNTANTS
 FIRM NO. 03151N


 CA. MCHESH GOEL
 (PARTNER)
 M.No. 080958

PLACE: FARIDABAD
 Dated: 15/09/2017

For SARTHAK EDUCATIONAL TRUST
 For Sarthak Educational Trust

Auth. Signature 

Dr. DINESH JAIN
 (SETTLER)

Financials

2017-18

Sarthak Educational Trust
Building No 1 Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Income & Expenditure for the year ended 31.03.2017

Amount in Rs.

Expenses	2016-17	2015-16	Incomes	2016-17	2015-16
Annual Day Expense	-	1,09,750			
Audit Fees	50,000	28,500	Interest Income	7,89,262	4,41,067
Advocacy Expenses	14,250	-	Grants /Contribution received	3,06,83,451	1,62,02,932
Bank Charges	7,808	3,614	Other Income	1,93,325	
Communication Expenses	5,49,945	2,96,247			
Conveyance Expenses	6,44,871	5,25,402			
Conveyance & Fooding Exp.-Trainees	1,36,925	-			
Donation	40,000	-			
Electricity Expenses	2,82,935	1,10,191			
EPF Employer share	3,07,665	-			
ESI Employer share	1,60,954	-			
Head Office expense	13,84,492	-			
Interest Utilization A/c & Interest expense	98,733	12,000			
Legal & Professional A/c	1,74,800	91,238			
Magazine & Advertisement Expenses	46,500	48,972			
Misc Expenses	5,83,076	4,04,685			
Mobilization Expenses	2,08,282	-			
Workshop and National Conference Expense	8,77,792	2,59,895			
Fine & Penalties Expenses	18,389	2,04,745			
Printing & Stationery Expenses	5,12,675	3,32,555			
Registration Fees	20,115	-			
Rent Expenses	30,79,212	8,44,800			
Repair & Maintenance Expenses	2,41,625	1,38,353			
Salary Paid	1,69,10,940	1,05,75,450			
Staff & Student Welfare Expenses	2,02,982	1,15,999			
Travelling Expenses	4,14,135	1,65,586			
Water Expenses	17,093	34,000			
Others	85,763	-			
Website & Software Expenses	27,899	-			
Excess of Income over Expenditure/(Shortage)	45,71,180	23,45,887			
Total	3,16,71,038	1,66,43,995	Total	3,16,71,038	1,66,43,999

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
CHARTERED ACCOUNTANTS
FIRM NO. 07814N



PLACE: FARIDABAD
Dated: 15/09/2017

For SARTHAK EDUCATIONAL TRUST
For Sarthak Educational Trust

Auth. *Dinesh Jain*
Dr. DINESH JAIN
(SETTLER)

Our presence

Sarthak Head Office

Sarthak Educational Trust, Head-Office
Building No.1, Third Floor, Mohammadpur, Near Bhikaji Cama Place, New Delhi - 110066 Ph.: 011-42004238 Email: sarthakedu@gmail.com

Sarthak Early Intervention Center
Sarthak Antakshep Kendra, 28- Behra Enclave, Outer Ring Road,
Paschim Vihar, New Delhi - 110087. Ph.: 011-47029325
Email: suman.aggarwal@sarthakindia.org
suman.sarthakedu@gmail.com

Sarthak Inclusive Education Centre
Sarthak Resource Centre, Punjabi Basti School, Nangloi,
Phase - I, New Delhi - 110041. Ph.: 011-47029325
Email: suman.aggarwal@sarthakindia.org
suman.sarthakedu@gmail.com

Ambala Center
Sarthak Educational Trust,
National Federation for Blind,
Near Rotary Hospital, Opposite dushhehra Ground,
Ram Bagh, Ambala Cant, Haryana. Ph.: 9419162117
Email: pm.ambala@sarthakindia.org

Kolkata Center
Sarthak Educational Trust,
182, Canel Street, Sree Bhumi, Lake Town, Kolkata 700048
Ph.: +91-9674818173
Email: pm.kolkata@sarthakindia.org

National Skill Development Corporation supported Centres

Jaipur
Sarthak Kaushal Vikas Kendra,
7B, Jhalana Dongri, Behind RTO Office, Jaipur - 302004
Ph.: 0141- 2703322
Email: pm.jaipur@sarthakindia.org

Ludhiana
Sarthak Kaushal Vikas Kendra,
Braille Bhawan, Jamalpur, Ludhiana -141010
Ph.: 0161- 2681699
Email: pm.ludhiana@sarthakindia.org

Lucknow
Sarthak Kaushal Vikas Kendra, Opposite
Shakunthala Misra Rehabilitation University,
Mohan Road, Lucknow - 226017
Ph.: +91-08090004009
Email: pm.lucknow@sarthakindia.org

Gurugram
Hartron Multi Skill Development Centre,
Plot No.1, Udyog Vihar, Phase 1, Kapashera Border, Gurugram
Ph.: 0124-4280848
Email: pm.gurgaon@sarthakindia.org

Capgemini India Private Limited supported Centres

Hyderabad
Sarthak Leap Inclusion Centre,
Amsri Central Court, Ground Floor, Near Rethifill Bus Stop,
Opposite Sri Kara Hospital Lane, Secunderabad, Hyderabad - 500003
Ph.: 040-42617485
Email: pm.hyderabad@sarthakindia.org

Mumbai
Sarthak Leap Inclusion Centre,
Office No. 202 & 203, Second floor, Apollo Arcade Cooperative Society,
Nagardas Road, Near HP Gas Agency, Adheri East, Mumbai - 400069
Ph.: 022-40043214
Email: pm.mumbai@sarthakindia.org

Pune
Sarthak Leap Inclusion Centre,
Office No. 3, First Floor, Oswal Complex, 694, Taboot Street,
Pune - 411001. Ph: 020-26132222
Email: pm.pune@sarthakindia.org

Ghaziabad
Sarthak Leap Inclusion Center,
220 Shalimar Garden, Ghaziabad. Ph.: 0120-4750151
Email: pm.edelhi@sarthakindia.org

Tech Mahindra Foundation supported Centres

Chandigarh
Sarthak Smart+ Centre,
National Institute of Technical Teachers' Training Research,
Student Centre, Opp. Institute of the Blind, Sector-26,
Chandigarh - 160019. Ph.: 0172-5018126
Email: pm.chandigarh@sarthakindia.org

Delhi
Sarthak Smart+ Centre, Building No.1,
Ground Floor, Sarthak Educational Trust, Mohammadpur, Near Bhikaji
Cama Place, New Delhi - 110066. Ph.: 011-42004226/42004238
Email: pm.delhi@sarthakindia.org

Mahindra Finance supported Centres

Bhopal
Divyang Vikas Kendra, C-71, Ground Floor, Balaji Tower, Indrapuri, Bhopal. Ph.: 0755-4931104 Email: pm.bhopal@sarthakindia.org



Sarthak Educational Trust, Building No.1, Third Floor, Mohammadpur, Near Bhikaji Cama Place, New Delhi - 110066
Ph.: 011-42004238 Email: sarthakedu@gmail.com

Please follow us on      www.sarthakindia.org

