Republika ng Pilipinas
NATIONAL COUNCIL ON DISABILITY AFFAIRS

BOARD RESOLUTION NO. 3
SERIES OF 2026

A RESOLUTION ENJOINING ALL EMPLOYEES OF NCDA MEMBER AGENCIES TO ATTEND DISABILITY SENSITIVITY TRAINING

WHEREAS, Republic Act No. 7277, otherwise known as the *Magna Carta for Persons with Disability*, as amended, declares as a policy the integration of persons with disabilities into the mainstream of society, and mandates the State to advocate for and encourage respect for persons with disabilities, and to exert all efforts to remove social, cultural, economic, environmental, and attitudinal barriers that are prejudicial to them;

WHEREAS, the Department of the Interior and Local Government (DILG), through Memorandum Circular No. 2012-072, enjoined all Provinces, Cities, Municipalities, and Barangays to conduct Disability Awareness and Sensitivity Training within their respective jurisdictions in order to address gaps in efforts to recognize and integrate persons with disabilities into the general public;

WHEREAS, the NCDA Secretariat has developed the **Accessible Online Learning System (AOLS)**, an online platform accessible through its website, which provides persons with disabilities and stakeholders with access to disability-related courses, including Disability Sensitivity Training, Deaf Sensitivity Training, and Physical Disability Sensitivity Training, among others;

WHEREAS, the conduct of disability awareness and sensitivity orientations and trainings has been instrumental in promoting respect for the fundamental rights and inherent dignity of persons with disabilities and in strengthening the development of disability-inclusive programs and services toward the empowerment of the sector;

WHEREAS, NCDA Board Resolution No.4 S.2024, "A Resolution Delegating Approval of Succeeding Council Resolutions and/or its Equivalent to the National Council on Disability Affairs Chairperson and Designated Officials", duly authorized the NCDA Chairperson and the NCDA Executive Director to sign this Resolution for and on behalf of the NCDA Governing Board.

NOW, THEREFORE, BE IT RESOLVED, as it is hereby resolved, that the **NCDA Governing Board enjoins all employees of NCDA Member Agencies to attend Disability Sensitivity Training** either through the NCDA **Accessible Online Learning System (AOLS)** or face-to-face training programs, and encouraging all other national government agencies to do likewise. Moreover, NCDA Member Agencies shall target one-hundred percent (100%) of its employees completed the training within the next **five (5) years depending on the size of agency's personnel,**

and submit to the NCDA Secretariat a progress report to track and report development

RESOLVED, FURTHER, that NCDA Member Agencies hereby **adopt Disability Sensitivity Training as a requirement for all newly hired personnel**, to be completed as an integral component of the official onboarding and employment policy;

RESOLVED, FINALLY, that the Board Secretariat shall **develop** and make available a standard training design on Disability Sensitivity Training **relative to the context and mandates of agency, including a comprehensive program for the Training of Trainers (TOT)**, and a directory of qualified Resource Persons for reference in organizing the **said** activity. Moreover, **the Secretariat shall** coordinate with the Civil Service Commission **for** the official recognition and accreditation of **the** Disability Sensitivity Training **and TOT programs**, ensuring full compliance with existing civil service laws, rules, standards, and guidelines

APPROVED held this _____ day of ____ 2026 during the NCDA Board Meeting held at Bayview Hotel, City of Manila.

GLENDA D. RELOVA
Executive Director, NCDA

REX GATCHALIAN
DSWD Secretary & Chairperson, NCDA

22 JUL 2026

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Pambansang Sanggunian Ukol sa Ugnayang Pangmaykapansanan

BAGONG PILIPINAS

CERTIFICATION

This is to certify that:

1. The National Council on Disability Affairs (NCDA) is composed of the Governing Board and a Secretariat Office;

2. The NCDA Secretariat holds office at the NCDA Building Isidora St. Brgy. Holy Spirit, Quezon City;

3. I am presently the Board Secretary of the NCDA Secretariat Office;

4. I am the custodian of the records of the NCDA Governing Board, including the Minutes of Meetings and Resolutions;

5. NCDA Board Resolution No.3 Series of 2026 "A Resolution Enjoining All Employees of NCDA Member Agencies to Attend Disability Sensitivity Training" was unanimously approved and adopted during the 2nd Quarter NCDA Governing Board Meeting held on 02 June 2026 at the Bayview Park Hotel Manila;

6. The foregoing resolution has been signed by NCDA Executive Director Glenda D. Relova and NCDA Chairperson and DSWD Secretary Rex Gatchalian upon authority of the NCDA Governing Board Members;

7. The aforesaid resolution has not been altered, modified nor revoked and the same is now in full force and effect;

8. I am executing this Certification for whatever legitimate purpose this may serve.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 16th day of JULY 2026, Quezon City.

PRECIOUS KEITCH P. HORVIDALLA
Board Secretary III
NCDA Secretariat Office