

Office of International Disability Rights Act

Section by Section

Section 1 – Title

Names the bill The Office of International Disability Rights Act

Section 2 – Findings

Congress finds that the United States has shown global leadership in disability rights with the Americans with Disabilities Act and the Rehabilitation Act as well as prior appointment of a State Department Special Advisor for International Disability Rights. States that there are over one million persons with disabilities around the world, often as members of marginalized groups denied access to rights, and political and economic participation in society.

Section 3 – Disability Inclusion in Foreign Policy

- Requires the State Department to develop and implement a formal policy for disability inclusion in foreign assistance programming, and ensure such policy is included in the Foreign Affairs Manual (similar to policy on International Religious Freedom)

Section 4 – Office of International Disability Rights

- Establishes State Department Office of International Disability Rights
- Office shall be headed by an Ambassador-at-Large (AAL) for International Disability Rights, at the Under Secretary level
- Office will coordinate U.S. government efforts regarding human rights for persons with disabilities and advancing the status of persons with disabilities in United States foreign policy - both through U.S. foreign assistance and participation in multilateral fora. This includes:
 - AAL serving as the principal advisor to the Secretary on all matters related to disability inclusive foreign policy
 - Ensuring the award of foreign assistance grants or contracts is consistent with United States law and practice on disability rights

Section 5 – Departmental Hiring and Facilities

- Requires the Under Secretary of State for Management to prioritize hiring, recruitment, and overseas assignments accessibility practices of civil service employees and foreign service officers with disabilities. This includes putting in place policies for hiring locally employed staff with disabilities in embassies, consulates, etc.
- Requires State to ensure U.S. embassies, consulates and other overseas facilities are accessible and compliant with the Rehabilitation Act, as required by U.S. law.

Section 6 – Training

- Requires all civil service and foreign service personnel to undergo disability inclusion training, not only on workplace inclusion but also on disability inclusion in foreign assistance programming and policymaking
- Requires incoming Foreign Service Officers (A100 class) to be trained on recognizing risks and vulnerabilities of individuals with disabilities in specific country contexts and disability inclusion in policymaking

Section 7 – Report and Briefing Requirements

- Requires a report and briefing on the implementation of the above sections within 180 days