

# Empowering Autistic Malaysians: Navigating Akta OKU 2008



“Knowledge of the law transforms the dynamic from asking for a favor to exercising a right.”



**The Malaysian Legal Framework**



**Unlocking Rights (Registration)**



**Practical Application (Work, School, Finance)**

# The Backbone of Disability Rights in Malaysia

Akta OKU 2008 is Malaysia's primary legislation protecting people with disabilities. It is directly aligned with the UN Convention on the Rights of Persons with Disabilities (ratified by Malaysia in 2010).



# Core Legal Protections at a Glance



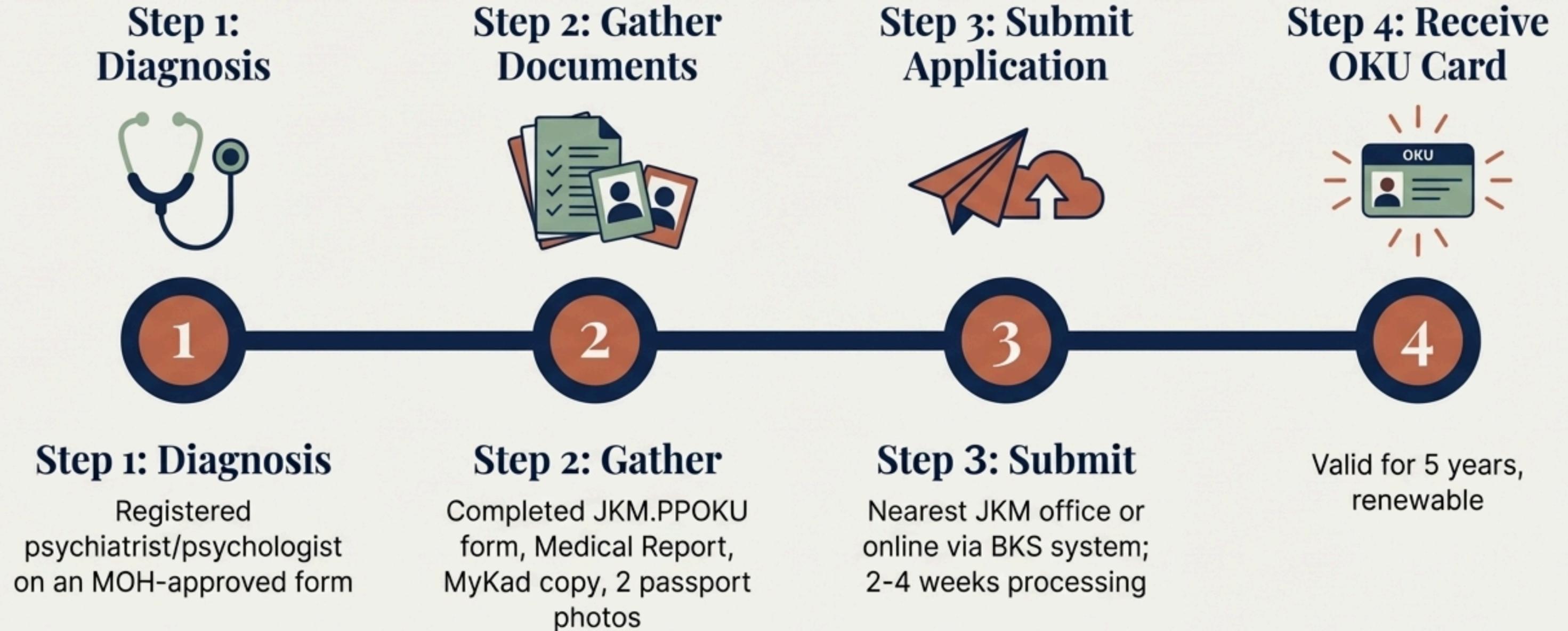
# Unlocking Your Rights: OKU Registration

Under the Malaysian classification system, autism typically falls under Category 4. Co-occurring psychiatric conditions may also qualify under Category 6.

**Category 4:**  
Learning Disability  
(Masalah Pembelajaran)



# The 4-Step Registration Roadmap



# Exercising Your Employment Rights

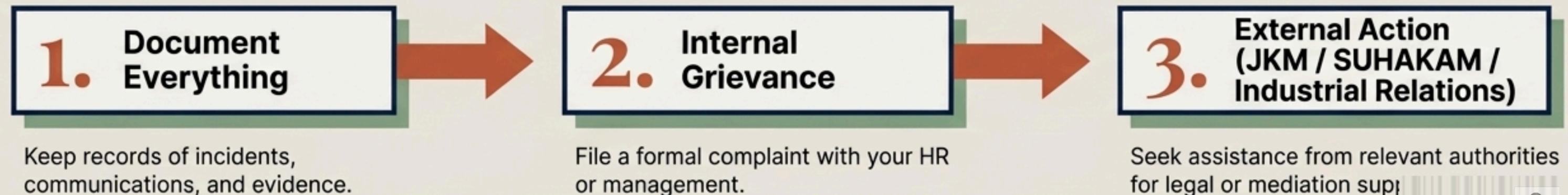
## 1% Quota

Public Sector: Government agencies and GLCs must employ at least 1% PWD.

### Private Sector Protections

- ✓ Protection from disability-based dismissal
- ✓ Equal pay principles

## If Discriminated Against:



# Defining Reasonable Accommodation in the Workplace

The law requires employers to provide accommodations unless they cause a disproportionate burden.

## Reasonable Examples

- ✓ Modified work schedules
- ✓ Quiet workspaces
- ✓ Written instructions
- ✓ Remote work options

## Potentially Unreasonable

- ✗ Complete building renovations
- ✗ Hiring additional staff dedicated to a single person
- ✗ Fundamental changes to core job requirements

# Navigating Education from Primary to University



## Step 2: Public Universities

- Disability Support Services
- Priority Hostel Allocation

## Step 1: Primary & Secondary

- Inclusive Mainstream Schools (Individual Education Plan/RPI, PPKI)
- Special Education Schools



## Standard Reasonable Accommodations

- 25-50% Extra Exam Time
- Separate Testing Rooms
- Assistive Technology Use

**RM6,000  
Relief for  
Parents/Guardians**

(increases to RM8,000  
for higher ed)



EPF withdrawal  
options

**RM15,000**

Up to RM15,000 Personal Tax Relief  
(RM9,000 standard + RM6,000 OKU addition)



Toll discounts



Public transport

**RM8,000  
Relief for  
Medical/Therapy  
Expenses**



Government hospital  
green lanes

# The Advocate's Toolkit: Practical Scripts

## Work Accommodation Request:

Under the Persons with Disabilities Act 2008, I am entitled to reasonable accommodations.

I am registered with JKM (OKU No: [X]).

To perform my role effectively, I require [specific accommodation]. This will enable me to [state benefit to employer].

## Exam Accommodation Request:

I am registered as OKU (Card: [X]).

I request the following accommodations for [Exam]:

25% extra time and a separate room.

Medical documentation attached.

# Addressing Common Anxieties

## **Will registration affect my employment?**

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Your status is private. Employers cannot access the registry. You choose when to disclose.

## **I was diagnosed as an adult—can I still register?**

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Yes. There is absolutely no age limit for OKU registration.

## **What if I'm considered high-functioning?**

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The law does not distinguish severity levels. If a diagnosis affects your daily life, you qualify.

## **Can I lose my OKU status?**

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Cards must be renewed every 5 years, but autism registrations are rarely revoked.

# Your Support Network

“Documentation and knowledge of your rights are your strongest tools for self-advocacy.”

## **JKM (Main OKU Services)**

[www.jkm.gov.my](http://www.jkm.gov.my) | Hotline: 15999

## **SUHAKAM (Discrimination Complaints)**

[www.suhakam.org.my](http://www.suhakam.org.my)

## **NASOM (National Autism Society)**

[www.nasom.org.my](http://www.nasom.org.my)

## **Malaysian Psychiatric Association**

[www.psychiatry-malaysia.org](http://www.psychiatry-malaysia.org)