

The Existence of Sign Language Interpreters in Assisting Deaf Individuals in the Creation of Notarial Deeds

Valentania Ratna Sari¹, Budi Santoso², Arini Jauharoh³

¹ Faculty of Law, Brawijaya University, Malang

² Faculty of Law, Brawijaya University, Malang

³ Faculty of Law, Brawijaya University, Malang

Corresponding author: Valentania Ratna Sari, valentaniars@student.ub.ac.id

Article History

Received: 2024-05-25

Revised: 2024-06-20

Accepted: 2024-07-02

Published: 2024-07-07

Keywords

American Disabilities Act, deaf individuals, hearing impairments, Indonesian legal system, notaries, sign language interpreters

Citation: Ratna Sari, V., Budi Santoso, & Arini Jauharoh. (2024). The Existence of Sign Language Interpreters in Assisting Deaf Individuals in the Creation of Notarial Deeds. *Ascarya: Journal of Islamic Science, Culture, and Social Studies*, 4(1). <https://doi.org/10.53754/iscs.v4i1.671>. Academic Editor: Umbar, Kisno



Copyright: © 2024 by the authors. Published as an open access publication under the terms and conditions of the Creative Commons Attribution (BY-NC) license (<https://creativecommons.org/licenses/by-nc/4.0/>).

This study examines the crucial role of sign language interpreters in assisting deaf individuals as clients. This study reveals a disparity in the Indonesian legal system when it comes to providing support for individuals with hearing impairments (deaf people) compared to the comprehensive framework in the United States, which mandates accommodations through legislation such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the American Disabilities Act (ADA). This study uses a normative juridical approach, analyzing legal texts, and a comparative framework to identify best practices and deficiencies in the current Indonesian system. The results indicate a lack of legal provisions for sign language interpreters in Indonesia, leading to potential miscommunication and legal misunderstandings among deaf clients. The conclusion emphasizes that notaries, as public officials, are required to optimize their services to the public, reflecting an ethical and professional commitment to providing fair and equal services, even in the face of inadequate legal frameworks. Practical implications suggest that implementing these changes will not only uphold the principles of justice and equality, but also enhance the effectiveness and inclusivity of legal services for the deaf community in Indonesia.

DOI: <https://doi.org/10.53754/iscs.v4i1.671>



Public Interest Statement

This study highlights the critical role of sign language interpreters in the notarial process and underscores deficiencies within Indonesia's legal framework. By comparing the strong legal protections in the United States, this study emphasizes the urgent need for regulatory reforms in Indonesia. These reforms would mandate the provision of sign language interpreters, thereby preventing miscommunication and legal misunderstandings among deaf clients. Adopting such measures is not just a matter of legal compliance, but a fundamental step towards achieving justice and equality for all members of society. This study aims to contribute to the ongoing dialogue on disability rights and promote actionable changes to enhance the inclusivity and effectiveness of legal services in Indonesia.



Introduction

The diverse cultural and religious landscape in Indonesia includes significant minority groups, one of which is individuals with disabilities, particularly hearing impairments. The legal framework, specifically the Republic of Indonesia Law No. 8 of 2016, recognizes various disabilities and mandates accommodations to ensure full participation in social life. However, the role of sign language interpreters in legal settings such as the creation of notarial deeds remains unclear and unregulated. This ambiguity poses challenges for the legal certainty and rights of deaf individuals. International frameworks, such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD), emphasize the importance of accessible communication for persons with disabilities and underscore the need for legal provisions that support the use of sign language interpreters in legal processes (Tri Nuke Pudjiastuti et al., 2022).

The CRPD, which was ratified by Indonesia under Law Number 19 of 2016 concerning the Ratification of the Convention on the Rights of Persons with Disabilities, obliges state parties to ensure that persons with disabilities can exercise their legal capacity on an equal basis (Lestari & Sumarto, 2021). Article 13 of the CRPD specifically mentions accommodations that facilitate the effective participation of persons with disabilities in all legal processes. This includes ensuring the presence of sign language interpreters for those with hearing impairment. Despite this international mandate, Indonesian domestic law lacks explicit regulations or guidelines for including sign language interpreters in notarial services, leading to practical inconsistencies and ambiguities.

Previous research has explored the legal capacities and rights of individuals with disabilities, including their interactions with notaries. For instance, studies on the legal competence of individuals with autism have revealed significant challenges in ensuring that these individuals are recognized as competent parties in legal transactions. Similarly, comparative studies on notarial services for the deaf in countries such as Japan and the United States have identified substantial gaps in the Indonesian legal system. These studies emphasize the importance of providing adequate support to individuals with disabilities to ensure that they can fully participate in legal processes (Bogart et al., 2019).

The Role and Responsibility of Notary in Deed Making Related to Collateral Acquisition (AYDA) includes the making and ratification of credit agreement deeds, collateral acquisition deeds, and other documents related to the process. Notaries can also provide legal advice to banks and debtors regarding their rights and obligations in accordance with applicable regulations (Bonaccio et al., 2020). This legal requirement has led to the development of rigorous training and certification programs for sign language interpreters to ensure that they possess the skills and knowledge necessary to facilitate accurate communication in legal contexts (Baker et al., 2018).

Without a clear legal status for sign language interpreters, deaf individuals face significant barriers to accessing justice. They may struggle to understand and participate in legal transactions, risking miscommunication and invalidation of legal documents (Hedlund, 2017). In contrast, countries like the United States have enacted laws, such as the Americans with Disabilities Act (ADA), which ensures that sign language interpreters are provided in legal settings to protect the rights of individuals with hearing impairments. This highlights the need for Indonesia to adopt similar standards in order to protect its citizens.

By examining legal frameworks and best practices in countries such as the United States and Japan, this study aims to identify the key elements necessary for developing a robust legal framework in Indonesia. This framework should include standardized training and certification for sign language interpreters to ensure that they can provide accurate and reliable support in legal settings. Additionally, this research explores the potential legal and practical implications of implementing such regulations, including the benefits for deaf individuals and notaries.

This study focuses on the legal status of sign language interpreters who assist deaf individuals in creating notarial deeds, addressing the significant implications of the existing legal void in Indonesia. Without clear recognition and regulation, the role of sign language interpreters remains ambiguous, creating barriers for deaf individuals, who rely on interpreters to understand and participate in legal transactions. This uncertainty can lead to misunderstandings, miscommunication, and the potential invalidation of legal documents, thereby undermining the rights and protection of deaf individuals.

Additionally, the lack of regulations poses challenges for notaries. Notaries are entrusted with the responsibility to ensure that all parties involved in legal transactions understand the content and implications of the documents they sign. Without qualified and legally recognized sign language interpreters, notaries may struggle to fulfill this duty when dealing with deaf clients, potentially exposing them to legal liabilities and disputes. This situation underscores the urgent need for legal reforms to provide clear guidelines and standards for including sign-language interpreters in the notarial process.

Literature Review

Ramadhanty and Budianto (2023) explored the requirements for authentic deeds made by notaries, specifically focusing on the legal consent process for individuals with disabilities who cannot provide a signature. According to the amended Law Number 30 of 2004 on the Position of Notary (UUJN), the signature of the appearer is a critical requirement for a notarial deed. The absence of a signature can diminish the evidentiary strength of. The authors discussed the alternative use of a surrogate statement, supported by a doctor's certificate, to explain the inability to sign. This study emphasizes the importance of proper legal procedures to ensure that notarial deeds involving individuals with disabilities maintain their legal integrity. However, this study lacks an analysis of the practical implications and effectiveness of surrogate statements and doctor certificates in real-world scenarios. Additionally, it does not provide detailed accounts of any obstacles or resistance faced by notaries and individuals with disabilities

during the consent process, leaving a gap in understanding practical challenges and potential solutions that could further strengthen the legal framework.

Hastomo Aji (2020) examines the provision of interpreters for deaf clients in Indonesia and Japan, highlighting differences in legal frameworks. Although Japan mandates the presence of sign language interpreters for deaf clients, Indonesian regulations lack explicit provisions for such accommodations. This study reveals that although notaries in Indonesia often use sign language interpreters in practice, there is no standard legal requirement to ensure this practice. This study identifies deficiencies in the Indonesian legal framework regarding the provision of sign language interpreters for notarial deeds, aligning with the objective of proposing legal reforms. However, this study does not provide an in-depth analysis of the practical implications and enforcement of these legal provisions. It lacks discussion on the effectiveness of mandatory sign language interpreters in Japan and how this could be realistically enforced in Indonesia. Additionally, there is no detailed discussion on the obstacles or resistance faced by notaries and deaf clients in either country, leaving a gap in understanding the practical challenges and potential solutions.

Sihombing (2024) analyzed the obligation of notaries to read authentic deeds for clients with hearing disabilities based on Indonesian regulations. This study identifies a normative gap in the regulations, as current laws only address the reading of deeds for non-disabled appearers. It proposes the need for clear regulations to include provisions for sign language interpreters of hearing impairment. However, the study primarily focuses on formal legal analysis, without deeply exploring its practical implementation and impact on notaries and deaf individuals. It lacks a discussion of the obstacles notaries might face in fulfilling this obligation or the difficulties that hearing-impaired individuals might encounter in receiving appropriate services, leaving an incomplete understanding of the practical challenges and potential solutions.

Setiawan et al. (2018) discussed the concept and criteria of legal capacity for individuals with autism, from the perspective of Indonesian civil law. This research investigates how Indonesian law treats individuals with autism following the enactment of Law No. 8 of 2016 on Persons with Disabilities. This law categorizes autism as a mental disability that may lead to the perception that individuals with autism should be placed under guardianship. This study highlights the need for a more precise definition and clear criteria for determining the legal capacity of individuals with autism. However, it does not delve into the practical implications of this categorization on the lives of individuals with autism, such as the potential stigma and social repercussions. The research focuses narrowly on autism without considering how other types of disabilities are treated under Indonesian civil law, limiting the broader applicability of its findings. Furthermore, it does not explore the intersection of legal capacity and other support mechanisms, such as the roles of family, caregivers, or legal guardians. Finally, it does not address the use or need for sign language interpreters or other communication aids within the legal framework, leaving a gap in the discussion on comprehensive legal support for all persons with disabilities.

Weo and Cahyandari (2023) aim to understand and analyze the changes in the Notary Position Law (UUJN) and the urgency of legal reconstruction regarding the affixation of fingerprints in notarial deeds for individuals with physical disabilities. This study employs a normative legal research method using legislative and conceptual approaches. The results indicate several changes in UUJN, including the presence of special substitute notaries, internships for notary candidates, and retirement age for notaries. This study emphasizes the urgency of legal reconstruction to achieve legal certainty in the implementation of Article 16, paragraph 1, letter (c) of UUJN. However, this study focuses more on the technical and formal aspects of legal reconstruction without deeply exploring the practical implications for notaries and individuals with disabilities.

Pudjiastuti et al. (2022) examine the challenges and policy recommendations for enhancing employment access for people with disabilities in Indonesia. This study underscores the importance of inclusive policies that ensure equal employment opportunities, identifying barriers such as inadequate training, discriminatory hiring practices, and a lack of workplace accommodation. It highlights the critical role of existing legal frameworks, including Law No. 13 of 2003 on Manpower and the UN Convention on the Rights of Persons with Disabilities, in protecting the employment rights of individuals with disabilities. The study emphasizes the need for collaboration between government entities, the private sector, and disability organizations to create inclusive workplaces. However, while offering detailed policy recommendations, such as implementing quota systems and enhancing vocational training, this study lacks a thorough examination of the practical implications and effectiveness of these recommendations. It also does not explore the specific experiences and feedback from individuals with disabilities regarding these programs, limiting the understanding of how effective these initiatives are from the beneficiaries' perspective.

Lestari and Sumarto (2021) investigated the implementation of Law No. 8 of 2016 on Persons with Disabilities, focusing on the fulfillment of employment rights for people with disabilities in Semarang City. This study analyzed the processes involved in implementing the law, identified obstacles, and assessed the readiness of local governments.

The findings indicate that the efforts of the Semarang City Manpower Office include data collection, identifying types of disabilities, organizing training socializations, creating a specialized web portal for disability data, and collaborating with disability organizations. Despite these efforts, challenges, such as inadequate regulations, insufficient infrastructure, and a lack of sanctions for non-compliant companies, remain. This study underscores the need for improved local regulations and continued community and government collaboration to ensure equal employment opportunities for people with disabilities. However, the research primarily focused on the activities and initiatives of the Semarang City Manpower Office without thoroughly examining the actual experiences and feedback from individuals with disabilities regarding these programs. This omission limits our understanding of the effectiveness of these initiatives from the perspective of beneficiaries. Additionally, the study did not provide a detailed analysis of the specific types of disabilities and their unique employment needs, which could have offered more targeted recommendations for policy improvements.

Existing studies often highlight the absence of explicit legal provisions in Indonesia for accommodating individuals with disabilities in notarial processes, but lack an in-depth analysis of the practical implications and effectiveness of alternative methods, such as surrogate statements and doctors' certificates. There is also a deficiency in capturing the lived experiences and feedback of deaf individuals and notaries, which is crucial to understanding the practical challenges and benefits of using sign language interpreters in notarial services. Moreover, while comparative studies have pointed out differences in legal frameworks between countries, there is a need for a detailed analysis of how these practices can be adapted and standardized within the Indonesian context. Finally, the current literature frequently proposes broad recommendations for legal reforms without providing specific, actionable policy suggestions based on empirical data. This study aims to fill these gaps by offering comprehensive insights and practical solutions to enhance the inclusivity and accessibility of notarial services for deaf individuals in Indonesia.

Materials and Methods

This legal research is conducted using a normative juridical approach, which Soejono Soekanto defines as what is written in legislation (law in books) or law conceptualized as rules or norms that serve as standards for human behavior deemed appropriate. (Soekanto, 2007). The topic of disability, particularly for individuals appearing before a notary, with or without the assistance of a sign language interpreter, is relevant to normative juridical studies. This is because the researcher emphasizes the analysis of legal regulations, ranging from laws to other technical regulations, as well as the rights and obligations of deaf individuals when appearing before a notary. On the other hand, notaries have responsibilities as public servants, making the intersection of interests between both parties crucial.

The research approach uses legislative, conceptual, and comparative approaches. (Amiruddin, 2012) These three approaches are chosen to align with the researcher's thinking framework: firstly, the legislative approach functions to examine all relevant legislative products; the conceptual approach functions to reconstruct gaps not accommodated by the law by offering new concepts; and the comparative approach functions as a comparative study with other countries that have similar issues.

The primary legal materials used in this research include: (1.) The 1945 Constitution of the Republic of Indonesia (2.) The Indonesian Civil Code (*Burgelijk Wetboek Voor Indonesie*) (3.) Law Number 8 of 2016 on Persons with Disabilities, State Gazette of 2016 Number 69, Supplement to the State Gazette Number 5871 (4.) Law Number 30 of 2004, amended by Law Number 2 of 2014 on the Position of Notary, State Gazette Number 2014, Supplement to the State Gazette Number 5491. Secondary and tertiary legal materials include all types of scientific work relevant to the research topic such as books, dictionaries, and published journals.

The analysis in this study is prescriptive. According to Mukti Fajar and Yulianto Achmad, prescriptive analysis aims to provide arguments based on research results. The purpose of these arguments is to offer a prescriptive evaluation or judgment regarding the correctness or appropriateness of legal facts or events according to law (Fajar, 2010). This analysis focuses on all secondary data obtained, and after gathering the necessary data, it is analyzed logically, systematically, and juridically. Logically, this means that the collected data are analyzed according to the principles of deductive logic, drawing conclusions from general issues to the specific concrete problems faced.

Results

Data from the WHO, World Bank, and ILO show that currently, the number of people with disabilities worldwide is estimated to be 15 percent of the global population, or approximately 1 billion. According to the National Socio-Economic Survey (Susenas), approximately 6,008,661 people have disabilities. Of these, approximately 1,780,200 were visually impaired, 472 and 855 were hearing and speech impaired, 402 and 817 had intellectual disabilities, 616 and 387 had physical disabilities, and 2,401,592 had multiple disabilities (International Labour Organization, n.d.).

The United Nations General Assembly adopted the Standard Rules on the Equalization of Opportunities for Persons with Disabilities (STRE) in 1993, which fundamentally aim to enhance the equality of persons with disabilities. Specifically, Indonesia ratified the Convention on the Rights of Persons with Disabilities (CRPD) through Law Number 19 of 2011, demonstrating Indonesia's commitment to providing protection and fulfilling the human rights of persons with disabilities through formal legal measures as a form of respect for individuals with special needs..

From a legal-political perspective, the government has gradually implemented policies favoring persons with disabilities, particularly the ratification of the Convention on the Rights of Persons with Disabilities (CRPD) into national law. This means that conventions will influence the forms of protection provided by countries that ratify them (Harley, 1949). In other words, international conventions have set standards regarding the rights and obligations of states toward individuals with physical disabilities.

The CRPD is a follow-up effort from the European Convention on Human Rights (ECHR), which was designed in 1950 to protect human rights and fundamental freedoms. This means that the CRPD, or the Convention on the Rights of Persons with Disabilities, has become an integral part of and a continuation of the Human Rights Declaration, with its values reflected in regulations that provide legal protection for persons with disabilities. One of the obligations of the state as outlined in the CRPD is to ensure justice in terms of access for all persons with disabilities, known as "Accessibility." This is stipulated in Article 9 of the Convention on the Rights of Persons with Disabilities (CRPD).

The United Nations Declaration of Human Rights recognizes the fundamental rights of all individuals. However, in practice, vulnerable groups, such as persons with disabilities, often face greater difficulties than other groups in society. While some countries have enacted regulations to protect the rights of vulnerable groups, others have not. This highlights the need for strong international regulations to guarantee the rights of people with disabilities worldwide. Historically, persons with disabilities have often been viewed as individuals in need of social protection, rather than as individuals whose rights should be respected. This perspective needs to be shifted to recognize that all people, including those with disabilities, should be given the opportunity to live according to their potential (Degener, 2016).

In 1993, the United Nations adopted Standard Rules on the Equalization of Opportunities for Persons with Disabilities as policy guidelines to promote equal opportunities. However, because these rules were not legally binding, there was a need for stronger conventions. The Convention on the Rights of Persons with Disabilities (CRPD) and its Optional Protocol were subsequently adopted to provide a stronger legal foundation for protecting the rights of persons with disabilities. The CRPD marks a paradigm shift in the disability movement from viewing persons with disabilities as objects of charity to recognizing them as subjects with rights who are capable of making independent decisions (Arduin, 2019).

The formation process of the CRPD through various sessions from 2002 until its adoption in 2006 reflects the global effort to change perspectives and policies regarding disabilities. This convention paves the way for persons with disabilities to enjoy their rights fully and equally. In the context of deaf individuals, the CRPD acknowledges the importance of accessibility and participation in society. Article 9 of the CRPD emphasizes accessibility, while Article 13 highlights access to justice, which is relevant to the need for sign language interpreters in legal processes. (Mustaniemi-Laakso et al., 2023).

The CRPD affirms that people with disabilities, including the deaf, have the right to fully participate in community and national life. This requires countries to provide adequate facilities, including sign language interpreters, to ensure that they can access all public services, including legal ones. Therefore, the CRPD not only establishes basic rights, but also calls for structural changes in society to remove barriers that hinder the full participation of persons with disabilities. Implementing the CRPD in Indonesia, for example, necessitates adapting national regulations to ensure that notaries and other legal institutions provide equal access to deaf individuals, enabling them to enjoy their legal rights without discrimination.

Duties and Responsibilities of Notaries towards Deaf Persons with Disabilities

The United Nations Declaration of Human Rights provides a strong theoretical foundation for protecting individual rights. However, in practice, vulnerable groups, such as persons with disabilities, often face discrimination and injustice. People with disabilities, including the deaf, are in a more difficult position compared to other groups in terms of access to legal and social services. Therefore, comprehensive international regulations are required to ensure the protection of the rights of persons with disabilities worldwide. The Standard Rules on the Equalization of Opportunities for Persons with Disabilities adopted by the UN in 1993 serve as important guidelines for promoting equal opportunities for persons with disabilities. However, their non-binding nature necessitates a stronger convention such as CRPD.

The Convention on the Rights of Persons with Disabilities (CRPD) adopted in 2006 is a significant milestone in the paradigm shift regarding the rights of persons with disabilities. The CRPD recognizes persons with disabilities as subjects of law with equal rights and is entitled to the same recognition and respect as before the law. The Convention underscores the importance of accessibility and full participation of persons with disabilities in all aspects of life, including legal services. For deaf individuals, this means that there is an obligation for the state and legal institutions to provide adequate facilities, such as sign language interpreters, to ensure they can fully participate in legal processes.

In the context of Indonesia, Article 26 of the 1945 Constitution asserts that every citizen has an equal standing before the law and government. This principle of equality must be applied to notarial services, meaning that notaries are responsible for ensuring that all individuals, including those with disabilities, such as the deaf, can access legal services without discrimination. Notaries must be flexible and responsive to the special needs of people with disabilities, including providing sign language interpreters to help them understand and participate in the process of creating notarial deeds.

Furthermore, the responsibility of notaries as public officials extends beyond compliance with rigid legal procedures. It also includes ethical and social responsibilities for serving the community fairly and equitably. Herbert J. Spiro (1969) identifies three relevant concepts of responsibility: responsibility as obligation, responsibility as accountability, and responsibility as the cause. In this context, notaries must maximize their services to the community by accommodating the needs of persons with disabilities, including the deaf, to ensure that they receive equal and fair legal protection in accordance with the principles of human rights and equality enshrined by the CRPD.

Although not explicitly mentioned by the word "role," the authority and responsibility of notaries in providing services to the public are clearly regulated in the Notary Position Law (UUJN) and the First Notary Position Law (UUJNP). The responsibility of notaries as public officials mandated to create authentic deeds includes the creation of deeds for each party's private interests. According to Syafrudin (2000), there is a difference between authority (authority, *gezag*) and competence (competence, *bevoegheid*). Authority is the formal power granted by law, whereas competence encompasses specific parts of that authority. In this context, notaries have the exclusive authority to create authentic deeds that record all actions, agreements, and determinations required by general regulations or those requested by interested parties.

A.G. Subarsono explains that public service is a series of activities carried out by the public bureaucracy to meet the needs of citizens who use these services. Public service users are citizens who require community services such as the issuance of birth certificates, identity cards (KTP), marriage certificates, death certificates, and other certifications (Subarsono, 2021). Public service can be defined as providing services to individuals or communities who have interests in an organization in accordance with established procedures (Dwiyanto, 2021).

When exercising their authority, notaries must consider their responsibility to provide inclusive and non-discriminatory public services. According to Law Number 25 of 2009 on Public Services, public services involve activities conducted to meet the needs of citizens in accordance with laws and regulations. In this context, notaries must ensure that people with disabilities, including the deaf, have equal access to notarial services. This includes providing the necessary facilities, such as sign language interpreters, to help deaf individuals understand and participate in the process of creating authentic deeds.

Notaries play a crucial role in ensuring that the rights of persons with disabilities are recognized and respected in accordance with the principles of equality set forth in Article 26 of the 1945 Constitution and the Convention on the Rights of Persons with Disabilities (CRPD). Article 26 of the 1945 Constitution of the Republic of Indonesia emphasizes that every citizen has equal standing before the law and government, without discrimination. This means that notaries must provide equal services to all individuals, including persons with disabilities, and should not adhere rigidly to rules or procedures. The equality of access to legal services is a fundamental principle that notaries must uphold in their duties as public officials.

Implementing the principle of equality requires a deep understanding of the special needs of people with disabilities. In the context of deaf individuals, notaries must collaborate with sign language interpreters to ensure that communication during the deed-making process is clearly understood. This not only ensures that the deed is legally valid but also respects the rights of persons with disabilities to fully participate in the legal process. Additionally, notaries must be flexible and responsive to the needs of the parties involved, ensuring that all procedures are conducted considering their specific conditions.

In this study, there was a fundamental difference between notaries and public officials based on their authority and responsibilities. As stipulated in Article 1, paragraph (1) of Law Number 30 of 2004, amended by Law Number 2 of 2014 concerning Notary Position, is a public official authorized to create authentic deeds and carry out other

authorities as stipulated by law. Notaries act as "*openbare ambtenaren*" (Aisyiah & Wisnuwardhani, 2022) or public officials who have the duty to create authentic deeds for the benefit of the community. This authority differs from public officials, who are generally involved in providing public services based on Law Number 25 of 2009 on Public Services. Public officials such as Regional Heads are responsible for setting service standards, placing competent implementers, and providing facilities and infrastructure to support public services.

Notaries, as public officials, have specific responsibilities for creating authentic deeds that carry strong legal proof. They must ensure that all parties involved in the creation of the document understand the content and legal implications of the document. In the context of persons with disabilities, particularly the deaf, notaries must ensure that they provide adequate facilities, such as sign language interpreters, to ensure that deaf individuals fully understand and participate in the deed-making process. This aligns with the principle of equality before the law, as stipulated in Article 26 of the 1945 Constitution and reinforced by the Convention on the Rights of Persons with Disabilities (CRPD), which requires states to provide equal access to legal services for all citizens, including persons with disabilities.

This analysis shows that notaries, as public officials, perform some duties and responsibilities of public officials, specifically in handling civil matters, while still operating within the realm of public service. The difference lies in the source of their responsibilities: public officials derive their responsibilities from their "Office," whereas notaries derive theirs from both their "office" and "profession." Despite the notaries serving the public, the ethical codes that bind them are distinct. The code of ethics for notaries is specific to their profession, whereas the code of ethics for public officials refers to the ethical code of the Civil Service (ASN).

Discussion

5.1 The Existence of the Use of Sign Language Interpreters in Deed Making

Upon further examination, it was found that notaries perform some duties of public officials, meaning they are obliged to maximize their services to the public. Therefore, equality and the needs of the community need to be seriously addressed by notaries, even if there are no specific technical regulations governing them. This indicates that notaries are bound by public service values and their profession, making the provision of sign language interpreters a part of their professional and moral responsibility. The use of sign language interpreters will examine the various possibilities that could arise if they are provided as a facility by notaries, including the benefits and necessary changes.

The principal difference between private deed and an authentic deed lies in their evidentiary strength. A private deed, if denied by the opposing party, is always considered false until its authenticity is proven. Conversely, an authentic deed is always presumed to be genuine unless proven otherwise. This underscores the importance of authentic deeds for providing legal certainty. Defects of will (*wilsgebreken*) or defects of agreement in civil law only include errors, coercion, fraud, and abuse of circumstances (Purbasari 2018). Disability is not included in the elements that cause defects in agreements; therefore, people with disabilities still have the legal capacity to make valid agreements.

Legal capacity refers to an individual's ability to enter legally binding agreements and undertake legal actions. This capacity is recognized and granted by the legal system, indicating that a person is of a sound mind and has the legal authority to make decisions and engage in contracts. Legal capacity is essential for ensuring that individuals can participate fully in legal and economic activities, exercise their rights, and fulfil their obligations.

For instance, an individual with a disability wishes to enter a lease agreement for an apartment. According to the principle of legal capacity, an individual's disability does not inherently invalidate their ability to make a legally binding agreement. As long as the individual understands the nature and consequences of the agreement and consents to it voluntarily, they possess the legal capacity to enter into the lease.

The principle of freedom of contract stipulated in Article 1338 paragraph (1) of the Civil Code gives parties the freedom to make agreements with anyone, determine the contents of the agreement, and choose both written and oral forms of agreement (Sukardi & Herlambang, 2020). In the context of people with disabilities, especially those with impaired hearing, notaries must ensure that the principle of freedom of contract is still implemented by considering their special needs. Deaf people have equal rights to participate in the creation of authentic deeds, and notaries are obliged to provide facilities such as sign language interpreters to ensure their full understanding and participation in the legal process.

Persons with disabilities, including those with hearing impairment, are recognized as legal subjects who have the capacity to perform legal acts, as stipulated in Article 39 of the UUD and Article 1320 of the Civil Code. Notaries must accommodate their special needs to ensure that all legal procedures are performed without discrimination. For example, in the making of an authentic deed, the notary should liaise with a sign language interpreter to help the hearing impaired understand the content and legal implications of the deed.

A notary's inability to communicate in sign language can lead to serious misunderstanding. For example, a hearing-impaired person may not fully understand the important clauses in the deed, which may result in signing the document without full awareness of its legal implications. This goes against the principle of equality before the law, where every individual should be given equal opportunity to understand and agree with the contents of the legal documents that they are signing.

Reliance on sign language interpreters is a commonly used solution, but it also adds an additional layer to the communication process, which requires good coordination. Sign-language interpreters must be appropriately qualified and understand specific legal terminology to be able to interpret accurately and effectively. This process requires not only good sign language skills, but also in-depth knowledge of the law and notarization procedures. The limited availability of qualified interpreters can be an obstacle, particularly in areas where this service is not easily accessible.

The inability of notaries to communicate directly with deaf people without the assistance of a sign language interpreter has legal and ethical implications. Notaries have a professional responsibility to ensure that all parties involved in the creation of a deed fully understand the content and legal consequences of the document they are signing. Failure to do this can be considered a breach of the notary's ethical and professional responsibilities as well as a violation of the principle of non-discrimination set out in the Convention on the Rights of Persons with Disabilities (CRPD).

So for the communication barriers mentioned above, the existence of sign language interpreters is taken into account and can participate fully and understand every step taken, here are some contributions of sign language interpreters in assisting deaf people in the process of making deeds:

Tabel 1.1 Contributions of Sign language Interpreters

Contributions of Sign language Interpreters	Description
Initial Preparation and Consultation	The sign language interpreter helps right from the initial preparation and consultation between the notary and the deaf client. They explain the purpose of the meeting, discuss the type of deed, and ensure the client fully understands their rights and obligations in the process. (Porter et al., 2018).
Document and Process Explanation	Sign language interpreters help deaf clients understand legal documents and procedures by accurately translating the notary's information. They not only translate words but also explain complex legal concepts, ensuring clients clearly understand the content and implications of the deed. Studies show that misunderstanding legal terms can lead to confusion among deaf people
Deed Reading and Signing	During the reading and signing of the deed, the sign language interpreter plays a crucial role. They ensure the deaf client understands every part of the document before signing. Studies show that many deaf people struggle to understand legal documents without an interpreter (National Association of the Deaf, 2015). Having an interpreter at this stage ensures the client fully understands and agrees to the deed, reducing the risk of misunderstandings and legal disputes.
Document Verification and Validation	After signing, sign language interpreters help with document verification and validation. They facilitate communication between the notary and the client, ensuring all procedures are understood and correctly followed. Clear and timely information is essential for people with disabilities to fully enjoy their legal rights (National Association of the Deaf, 2015)
Storage and Provisions of Deed Copies	In the final stage, the sign language interpreter helps the client understand how to retain documents and obtain copies or extracts of deeds in the future. This ensures that deaf clients have the same access to their legal documents as others. Equal access to legal documents is essential for inclusive legal services (Ouellet & Perrier, 2018).

Overall, the contribution of sign language interpreters to the authentic deed process is essential to ensure inclusivity and accessibility for deaf people. Their presence helps overcome communication barriers, ensure full understanding of legal documents, and guarantee that the rights and interests of people with disabilities are protected throughout the legal process. With the support of sign language interpreters, notaries can provide equal and fair legal services to all individuals in accordance with the principles of human rights and equality set out in national laws and international conventions.

Moreover, their specific responsibilities and the legal recognition of their roles must be considered within the broader context of legal practice, ensuring that the services they provide are consistently integrated into the notarial process. This ensures that deaf clients receive the same standard of legal service as any other client, thus fostering an inclusive legal environment. Notaries must recognize and adhere to the legal recognition of sign language interpreters' roles, ensuring that their involvement is not merely optional, but a standard practice to uphold the rights of individuals with hearing disabilities.

5.2 Implementation Steps for Integrating Sign Language Interpreters in Notarial Services and validity of sign language interpreter assistance

Ensuring accessibility and inclusivity for deaf clients in notarial services is not just a professional and ethical obligation, but also a legal necessity. Notaries play a crucial role in facilitating legal transactions and maintaining public trust. Therefore, it is imperative that they provide services that cater to the needs of all individuals, including those with hearing disabilities. This chapter outlines a comprehensive approach to integrating sign language interpreters into notarial services, providing detailed steps and examples on how notaries can effectively implement these changes. By adopting these practices, notaries can enhance their service delivery, uphold the principles of equality before the law, and ensure that deaf clients fully understand and participate in the legal processes. The following sections will delve into policy development, collaboration with interpreter services, client notification, preparation and consultation, document explanation and signing, post-signing procedures, and feedback mechanisms, offering a structured pathway to achieving an inclusive notarial practice.

Tabel 1.2 Implementation Steps for Integrating Sign Language Interpreters in Notarial Services

Step	Description
Policy Development and Training	<p>Notarial offices should develop internal policies mandating the provision of sign language interpreters for deaf clients. These policies should outline the process for booking interpreters, the role of interpreters during consultations, and the procedures for ensuring effective communication.</p> <p>Training for Notaries and Staff: Regular training sessions should be conducted for notaries and their staff on how to work with sign language interpreters and deaf clients. Training should cover topics such as cultural sensitivity, the importance of clear communication, and the legal obligations under national and international laws. Example: A notarial office could partner with a local deaf association to provide bi-annual training workshops on effective communication with deaf clients.</p>
Collaboration with Interpreter Services	<p>Establish Partnerships: Form partnerships with certified sign language interpreter agencies to ensure availability and quality of interpretation services. These agencies can provide interpreters on demand and ensure they are qualified in legal terminology. Service Agreements: Create service agreements with interpreter agencies to ensure that interpreters are available when needed and that their services meet the specific needs of notarial processes. Example: A notarial office signs a contract with a local interpreter agency to provide interpreters for all notarial appointments involving deaf clients, ensuring availability within a 24-hour notice period.</p>
Preparation and Consultation	<p>Initial Preparation: Before the appointment, the notary should provide the interpreter with copies of the documents to be discussed and an overview of the legal concepts involved. This allows the interpreter to prepare and ensures accurate interpretation. Consultation Session: During the initial consultation, the interpreter should be present to facilitate communication, ensuring the client understands the</p>

Document Explanation and Signing

purpose of the meeting, the type of deed to be made, and their rights and obligations.

Example: For a property sale deed, the notary provides the interpreter with a summary of the deed's contents and legal implications beforehand, allowing for a more effective consultation

Detailed Explanation: During the document review, the interpreter should accurately translate the notary's explanations, ensuring the client fully understands the legal terminology and implications of the deed. Verification Before Signing: Before the client signs the deed, the interpreter should go through each clause to confirm the client's understanding and consent. Example: In the case of a power of attorney, the interpreter assists the notary in explaining each clause, ensuring the client understands their authority and responsibilities before signing.

Feedback and Continuous Improvement

After providing services, collect feedback from deaf clients to identify areas for improvement and ensure the process is user-friendly. Regular Review: Periodically review and update policies and training programs based on feedback and evolving best practices. Example: Implement a client satisfaction survey specifically for deaf clients, with questions on the effectiveness of communication and the quality of interpreter services.

Assessing the legitimacy of sign language interpreter assistance in notarial services in Indonesia requires a comprehensive understanding of the legal and ethical frameworks that support such accommodations. Firstly, under national laws, Law No. 8 of 2016 on Persons with Disabilities explicitly affirms the rights of individuals with disabilities to access public services and facilities without discrimination. This law, while not directly mentioning sign language interpreters in the context of notarial services, strongly supports their use through its broad principles of accessibility and non-discrimination. Additionally, the Indonesian Civil Code (KUHPPerdata) includes provisions related to legal capacity and equality before the law, establishing a basis for accommodating the special needs of individuals with disabilities. These provisions imply that providing interpreters is necessary to ensure that persons with disabilities can fully understand and consent to legal transactions, thus maintaining the validity and integrity of legal agreements.

On an international level, Indonesia's ratification of the Convention on the Rights of Persons with Disabilities (CRPD) further solidifies this obligation. The CRPD mandates that signatory countries ensure equal access to justice and legal services for persons with disabilities. Providing sign language interpreters is a practical and essential measure to fulfill this obligation, ensuring that deaf individuals can participate fully and equally in legal processes. Ethically, notaries, as public officials, have a professional duty to ensure that all clients understand the legal documents they sign. This responsibility includes making reasonable accommodations, such as providing sign language interpreters, to facilitate clear and effective communication. Public service values emphasize inclusivity and accessibility, and by integrating sign language interpreters, notaries uphold these values, thereby enhancing public trust and ensuring equitable access to notarial services for all individuals. This commitment to inclusivity and accessibility not only aligns with ethical standards but also reinforces the legal principles of non-discrimination and equal treatment under the law.

On an international level, Indonesia's ratification of the Convention on the Rights of Persons with Disabilities (CRPD) further solidifies this obligation. The CRPD mandates that signatory countries ensure equal access to justice and legal services for people with disabilities. Providing sign language interpreters is a practical and essential measure to fulfill this obligation, ensuring that deaf individuals can participate fully and equally in legal processes. Ethically, notaries as public officials have a professional duty to ensure that all clients understand the legal documents they sign. This responsibility includes making reasonable accommodations such as providing sign language interpreters to facilitate clear and effective communication. Public service values emphasize inclusivity and accessibility. Notaries uphold these values by integrating sign language interpreters, thereby enhancing public trust and ensuring equitable

access to notarial services for all individuals. This commitment to inclusivity and accessibility not only aligns with ethical standards, but also reinforces the legal principles of non-discrimination and equal treatment.

Legal protection for people with disabilities in the United States is primarily governed by the Americans with Disabilities Act (ADA) of 1990, often referred to as ‘civil rights legislation for individuals with disabilities’ (Dejong et al., 2002). This important piece of legislation aims to protect the rights of individuals with disabilities and prevent discrimination in various aspects of life, including employment, public services, transportation, accommodation, and telecommunications (Swift et al., 1994). The ADA prohibits discrimination against qualified individuals with disabilities in terms of job application procedures, hiring, promotion, compensation, training, and other working conditions (Victor et al. 2017). In addition, the ADA requires reasonable accommodation to individuals with disabilities to enable them to effectively perform their job duties (Victor et al., 2017).

In the context of hearing-impaired individuals appearing before the notary public, the ADA provides a strong legal framework to ensure that legal services are equally accessible. Notaries have an obligation to provide reasonable accommodations, such as sign language interpreters, to ensure that hearing-impaired individuals can understand and fully participate in the authentic deed-making process. The implementation of the principle of non-discrimination in the ADA requires notaries to not only comply with the formal provisions, but also actively seek practical solutions to remove communication barriers. This is particularly important, given the crucial role of notaries in providing legal services that affect the legal rights and obligations of their clients. Non-compliance with these provisions violates not only the ADA, but also the fundamental principles of fairness and equality in the legal system, following the legal basis of the ADA and the Rehabilitation Act of 1973.

Title II of Public Service mandates that all public entities, including state and local governments, must ensure equal access to services for disabled individuals. This requirement extends to notary offices, which must provide reasonable accommodations such as sign language interpreters, to ensure that individuals with hearing disabilities can access legal services equally.

Similarly, Title III of Public Accommodations prohibits discrimination based on disability in commercial public facilities, including notary offices that serve the public. Title III requires service providers to make reasonable accommodations and remove barriers to accessibility for disabled individuals. This includes the provision of sign language interpreters to enable hearing-impaired individuals to understand and participate in legal activities.

The ADA also emphasizes the importance of reasonable accommodation and effective communication. Service providers must ensure effective communication with disabled individuals, including providing sign language interpreters for hearing-impaired individuals, particularly in situations requiring complex or detailed communication, such as the production of authentic deeds.

Furthermore, Section 504 of the Rehabilitation Act of 1973 prohibits discrimination based on disabilities in programs and activities receiving federal financial assistance. Although Section 504 does not specifically mention notaries, the principles it establishes support the obligation to provide necessary accommodations, ensuring the accessibility of services for individuals with disabilities..

Noncompliance with the provisions of the ADA by notaries violates not only the law but also the fundamental principles of fairness and equality in the legal system. The ADA requires all entities that provide public services to ensure equal access to all individuals, including those with disabilities (Nassim et al., 2020). If notaries fail to provide necessary accommodations, they may be subject to legal sanctions and disciplinary actions. Furthermore, the inability to provide inclusive services can undermine public confidence in the integrity of the legal system and exacerbate injustices faced by people with disabilities.

Conclusion

This study highlights the importance of ensuring that people with disabilities, particularly hearing-impaired individuals, have equal access to legal services, especially in the process of making authentic deeds. Based on the legal analysis and literature review, it can be concluded that sign language interpreters play a crucial role in bridging the communication barriers often faced by hearing-impaired individuals in front of notaries. Various laws and international conventions, such as the CRPD, have provided a strong legal basis for supporting inclusivity and accessibility in public services, including notary services.

Notaries as openbare ambtenarens perform some of the duties of public officials, which means that notaries are obliged to maximize their services to the public, reflecting an ethical and professional commitment to provide fair and equal services. The inability to provide adequate accommodation can result in significant misunderstandings and

violations of deaf individuals' legal rights. Therefore, stronger regulations and consistent implementation are needed to ensure that the rights of persons with disabilities are fully protected in all aspects of legal services.

The research also underscores the urgent need for legal reform in Indonesia in line with international standards that have been implemented in countries such as the United States. By adopting best practices from these countries, Indonesia can strengthen its legal and regulatory framework to ensure that the deaf and other disabled individuals receive equal and fair legal protection. The implementation of sign language interpreters in the authentic deed process is an important step towards inclusivity and fairness in Indonesia's legal system.

Author Contributions: In the analysis of the existence of sign language interpreters in assisting deaf individuals in the creation of notarial deeds, all aspects, including conceptualization, methodology, validation, formal analysis, investigation, resources, data curation, writing—original draft preparation, writing—review and editing, supervision, and project administration, were undertaken by Valentania Ratna Sari, Budi Santoso, and Arini Jauharoh. Software and funding acquisition were not applicable, and visualization was not performed. All authors have read and agreed to the published version of the manuscript.

Funding: This study received no external funding

Institutional Review Board Statement: Ethical review and approval were waived for this study, as it did not involve human or animal subjects, but relied solely on the analysis of legal documents and court decisions

Informed Consent Statement: Informed consent was obtained from all the subjects involved in the study

Declaration of Generative AI: Not applicable, as there was no indication that generative AI and AI-assisted technologies were used in the writing process of this manuscript

Acknowledgments: The authors thank the Faculty of Law at Brawijaya University for their support and assistance. Special thanks go to colleagues who provided valuable insights and feedback during the research.

Conflicts of Interest: The authors declare no conflict of interest.

References

1. Adam Jose Sihombing, G. W. A. (2024). Kewajiban Notaris Membacakan Akta Autentik Bagi Penghadap Disabilitas Rungu. *Jurnal USM Law Review*, 7(1). <https://doi.org/10.26623/julr.v7i1.8489>
2. Aisyiah, C., & Wisnuwardhani, D. A. (2022). Notary, public official or public official: Implications for the position of notary. *Jurnal Cakrawala Hukum*, 13(3), 242–252. <https://doi.org/10.26905/idjch.v13i3.9012>
3. Amiruddin, H. (2012). Zainal Asikin, Pengantar Metode Penelitian Hukum. *Jakarta: Rajawali Pers*.
4. Arduin, S. (2019). Taking Metaregulation to the United Nations Human Rights Treaty Regime: The Case of the Convention on the Rights of Persons with Disabilities. *Law & Policy*, 41(4), 411–431. <https://doi.org/10.1111/lapo.12136>
5. Baker, P. M. A., Linden, M. A., LaForce, S. S., Rutledge, J., & Goughnour, K. P. (2018). Barriers to Employment Participation of Individuals With Disabilities: Addressing the Impact of Employer (Mis)Perception and Policy. *American Behavioral Scientist*, 62(5), 657–675. <https://doi.org/10.1177/0002764218768868>
6. Bogart, K. R., Logan, S. W., Hospodar, C., & Woekel, E. (2019). Disability models and attitudes among college students with and without disabilities. *Stigma and Health*, 4(3), 260–263. <https://doi.org/10.1037/sah0000142>
7. Bonaccio, S., Connelly, C. E., Gellatly, I. R., Jetha, A., & Martin Ginis, K. A. (2020). The Participation of People with Disabilities in the Workplace Across the Employment Cycle: Employer Concerns and Research Evidence. *Journal of Business and Psychology*, 35(2), 135–158. <https://doi.org/10.1007/s10869-018-9602-5>
8. Degener, T. (2016). Disability in a Human Rights Context. *Laws*, 5(3), 35. <https://doi.org/10.3390/laws5030035>
9. Dejong, G., Palsbo, S. E., & Beatty, P. W. (2002). 1. The Organization and Financing of Health Services for Persons with Disabilities. *The Milbank Quarterly*, 80(2), 261–301. <https://doi.org/10.1111/1468-0009.t01-1-00004>
10. Dwiyanto, A. (2021). *Mewujudkan good governance melalui pelayanan publik*. Ugm Press.
11. Eta Yuni Lestari & Slamet Sumarto. (2021). Pemenuhan Hak Bekerja Bagi Penyandang disabilitas di Kota Semarang. *Integralistik*, 33(1).
12. Fajar ND, M. (2010). *Dualisme penelitian hukum: Normatif & empiris*. Pustaka Pelajar.

13. Harley, J. E. (1949). FENWICK, CHARLES G. International Law. (Third edition.) Pp. xlix, 744. New York and London: Appleton-Century- Crofts, 1948. \$5.00. *The ANNALS of the American Academy of Political and Social Science*, 261(1), 182–183. <https://doi.org/10.1177/000271624926100124>
14. Hastomo Aji, M. R. (2020). Studi Komparatif Penyediaan Penerjemah Terhadap Penghadap Notaris Tuli Di Indonesia Dan Jepang. *Jurnal Lex Renaissance*, 5(1). <https://doi.org/10.20885/JLR.vol5.iss1.art13>
15. Hedlund, D. (2017). Constructions of credibility in decisions concerning unaccompanied minors. *International Journal of Migration, Health and Social Care*, 13(2), 157–172. <https://doi.org/10.1108/IJMHSC-02-2016-0010>
16. International Labour Organization. (n.d.). *Inklusi Penyandang Disabilitas di Indonesia*. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://webapps.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_233426.pdf
17. Lestari, E. Y., & Sumarto, S. (2021). Pemenuhan Hak Bekerja Bagi Penyandang disabilitas di Kota Semarang. *Integralistik*, 32(1), 45–51. <https://doi.org/10.15294/integralistik.v33i1.28731>
18. Mustaniemi-Laakso, M., Katsui, H., & Heikkilä, M. (2023). Vulnerability, Disability, and Agency: Exploring Structures for Inclusive Decision-Making and Participation in a Responsive State. *International Journal for the Semiotics of Law - Revue Internationale de Sémiotique Juridique*, 36(4), 1581–1609. <https://doi.org/10.1007/s11196-022-09946-x>
19. Nassim, J. S., Watson, A. J., & Tan, J. K. (2020). Achieving Equitable Care for People With Disabilities: Considerations for the Dermatologist. *JAMA Dermatology*, 156(11), 1173. <https://doi.org/10.1001/jamadermatol.2020.3955>
20. National Association of the Deaf. (2015). *Legal Rights, 6th Ed.: The Guide for Deaf and Hard of Hearing People*. Gallaudet University Press. <https://doi.org/10.2307/j.ctv2rr3frc>
21. Ouellet, D., & Perrier, J.-P. (2018). Prix de vente des fermes au Québec. Divergence de vue entre les besoins des cédants et des repreneurs. *Économie Rurale*, 363, 65–80. <https://doi.org/10.4000/economierurale.5412>
22. Owens Swift, C., Way, J. P., & Wayland, R. (1994). The Americans with Disabilities Act 1990: Guidelines for Industrial Sales Managers. *Journal of Business & Industrial Marketing*, 9(3), 30–37. <https://doi.org/10.1108/08858629410066836>
23. Porter, A., Creed, P., Hood, M., & Ching, T. Y. C. (2018). Parental Decision-Making and Deaf Children: A Systematic Literature Review. *The Journal of Deaf Studies and Deaf Education*, 23(4), 295–306. <https://doi.org/10.1093/deafed/eny019>
24. Pudjiastuti, T. N., Purwaningsih, S. S., Budiarti, M., Yohanitas, W. A., Wulandari, P. R., A., G. C., & Hermawati, W. (2022). *Naskah Kebijakan Pengembangan Riset Teknologi Alat Bantu bagi Penyandang Disabilitas: Rekomendasi Kebijakan Komite Nasional MOST-UNESCO Indonesia*. Penerbit BRIN. <https://doi.org/10.55981/brin.679>
25. Purbasari, P. (2018). Kajian Perlindungan Employee Invention terhadap Penyalahgunaan Keadaan (Misbruik Van Omstandigheden) dalam Perjanjian Kerja. *Jurnal Meta Yuridis*, 36–48. <https://doi.org/10.26877/m-y.v1i2.2865>
26. Ramadhanty, S., & Budianto, A. (2023). Pemberian Persetujuan yang Sah Terhadap Akta Notaris yang Dibuat oleh Difabel Tanpa Sidik Jari [Giving Valid Approval on Notarial Deed with Disabled Party without Fingerprints. *Notary Journal*, 3(1), 69. <https://doi.org/10.19166/nj.v3i1.6732>
27. Setiawan, E. A., Hamidah, S., & Istislam. (2018). KONSEP DAN KRITERIA KECAKAPAN BERTINDAK BAGI PENYANDANG DISABULITAS AUTISME MENURUT PERSEFEKTIF HUKUM PERDATA INDONESIA. *Jurnal Selat*, 5(2). <https://doi.org/10.31629/selat.v5i2.554>
28. Soekanto, S. (2007). *Penelitian bukum normatif: Suatu tinjauan singkat*.
29. Spiro, H. J. (1969). Responsibility in government: Theory and practice. (No Title).
30. Subarsono, A. (2021). BAB 4 Pelayanan Publik Yang Efisien, Responsif, dan Non-Partisan. *Menvujudkan Good Governance Melalui Pelayanan Publik*, 135.
31. Sukardi, D. H., & Herlambang, D. (2020). PENERAPAN PERJANJIAN KERJA ANTARA DIREKTUR DAN KARYAWAN TERKAIT DENGAN ASAS KEBEBASAN BERKONTRAK BERDASARKAN PASAL 1320 KITAB UNDANG-UNDANG HUKUM PERDATA. *PRANATA HUKUM*, 15(2), 163–171. <https://doi.org/10.36448/pranatahukum.v15i2.226>
32. Syafrudin, A. (2000). Menuju penyelenggaraan pemerintahan negara yang bersih dan bertanggung jawab. *Jurnal Pro Justisia Edisi IV, Universitas Parahyangan, Bandung*, 22.
33. Tri Nuke Pudjiastuti, Sri Sunarti Purwaningsih, Menik Budiarti, Witra Apdhi Yohanitas, Primatia Romana Wulandari, Gigay Citta A., & Wati Hermawati. (2022). *Naskah Kebijakan Pengembangan Riset Teknologi Alat Bantu bagi Penyandang Disabilitas: Rekomendasi Kebijakan Komite Nasional MOST-UNESCO Indonesia*. Penerbit BRIN. <https://doi.org/10.55981/brin.679>

34. Victor, C. M., Thacker, L. R., Gary, K. W., Pawluk, D. T. V., & Copolillo, A. (2017). Workplace Discrimination and Visual Impairment: A Comparison of Equal Employment Opportunity Commission Charges and Resolutions under the Americans with Disabilities Act and Americans with Disabilities Amendments Act. *Journal of Visual Impairment & Blindness*, 111(5), 475–482. <https://doi.org/10.1177/0145482X1711100509>
35. Weo, M. R. K., & Cahyandari, D. (2023). *Pengaturan Pelekatan Sidik Jari Dalam Minuta Akta Bagi Penyandang Tuna Daksa* (Vol. 12, Issue 3). <https://doi.org/10.24843/JMHU.2023.v12.i03.p11>