

SPECIAL EDUCATION EVALUATIONS

August 2025

Children who are eligible for special education from the age of 3 until their 22nd birthday¹ have important rights and protections under the law. Before a child can begin receiving special education services, the child must be evaluated to determine whether they are eligible for these services. The evaluation helps determine whether the child has a disability, the nature of the disability, and the child's need for special education services. A reevaluation is also important to identify any needed changes to instruction, services, and supports to enable the child to succeed.

RACIAL DISCRIMINATION IN SPECIAL EDUCATION EVALUATIONS

Black and Brown students have been uniquely harmed by the special education evaluation process, including identification, referral, and the failure to conduct timely evaluations, as documented in research and policies. Due to systemic racial injustice and discrimination in education and other institutions that purport to serve them, Black and Brown students have been subject to both *over-identification* for special education in certain disability categories, such as emotional disabilities, and *under-identification* for special education in other categories, such as learning disabilities and ADHD. Another consequence of structural racism is that Black and Brown students are less likely to receive access to quality health care during early childhood, leading to decreased opportunities both for early identification of disabilities such as autism and for receipt of services that decrease the need for special education. In addition, Black and Brown students in Pennsylvania are more likely to be educated in schools with a severe lack of adequate funding, where they are less likely to be referred for evaluation due, in part, to the greater academic and social barriers that students experience in these schools.

Systemic racism and individual racial biases in the special education process have long-term educational and life consequences for Black and Brown students. Students with disabilities who are not evaluated in a timely way or identified with the right disability may never receive the educational services to which they are entitled — services they need for academic success. In addition, students without disabilities who are wrongly identified may be tracked into remedial or other programming that does not prepare them to meet state standards, ultimately leading to decreased opportunities for employment and financial stability. Given this context, it is critically important that Black and Brown students receive all of the rights and protections outlined in this fact sheet, as well as in federal and state law, regarding special education evaluations.

INITIAL EVALUATION

HOW DO I REQUEST AN EVALUATION?

If you think that your child may need special education services, you can request an evaluation using the following steps:

- Write an email or letter asking that your child be evaluated.
- Include the date, your child's full name, your name, the reasons why your child needs an evaluation, and your contact information.
- Send the email or letter to your child's teacher, the special education director, the principal, the superintendent, or a counselor. You may also send an email copying all these individuals.
- Keep a copy of the email or letter for yourself. The date of this communication is important.

NOTE: You can use this <u>fillable evaluation request letter</u>, which can be sent by email or mail carrier, or delivered by hand.

WHAT SHOULD HAPPEN AFTER I REQUEST AN EVALUATION?

After you send the letter or email, the school must provide a Prior Written Notice for Initial Evaluation (PWN) and Request for Consent form, also sometimes referred to as the Permission to Evaluation form (PTE), and make it "readily available" for you to sign. ¹¹ Click here for a sample copy of this form. The form will explain reasons for the evaluation, any records or reports the school will use, and the types of tests that the school will do. Check with the school if you have not received the PWN-Consent Form within 10 days. ¹² The school can only begin the evaluation after you sign the PWN-Consent Form. ¹³

You can also ask for an evaluation by speaking to a teacher or administrator. Under state law, the school is required to give you the PWN-Consent Form within 10 days. ¹⁴ However, we strongly suggest that you **ask in writing for the evaluation** so that you have a record of the date you requested it.

The PWN-Consent Form for an initial evaluation should always come with a Procedural Safeguards Notice that explains your rights. Click here for a sample Procedural Safeguards Notice.

If your school won't provide the PWN-Consent Form, you should request an explanation for the school's refusal to provide the PTE-Consent Form. Ask the school to give you a <u>Notice of Recommended Educational Placement or Prior Written Notice (NOREP/PWN)</u> form that explains the school's reasons for refusing to provide the Permission to Evaluate form and conduct the requested evaluation. You have the right to challenge any refusal to evaluate your child.

CAN ANYONE ELSE REQUEST AN EVALUATION FOR MY CHILD?

Yes. A school can request to evaluate your child if school staff think that your child might need special education services. The school has an obligation to identify a child who may need services. This is called "child find." The school also must ensure that families understand their child's right

to special education and a parent's important role in the process. ¹⁶ If the school wants to evaluate your child for the first time, they must send you a P-Consent Form. ¹⁷

WHAT IF I DO NOT WANT THE SCHOOL TO EVALUATE MY CHILD?

Generally, it is your decision whether your child is evaluated. Some special situations allow the school to evaluate a child against the wishes of the parent. Additionally, you must request a hearing and get permission from a hearing officer. Additionally, you may lose the right to make this decision if your child is in the custody of the Children and Youth system. In that situation, a Family Court judge can give someone else the right to agree to an initial evaluation.

Note: Agreeing to an evaluation is not the same as agreeing to special education services. An Individual Education Program (IEP) must be created before services can start. If you do not approve the IEP, the school cannot start special education services.²²

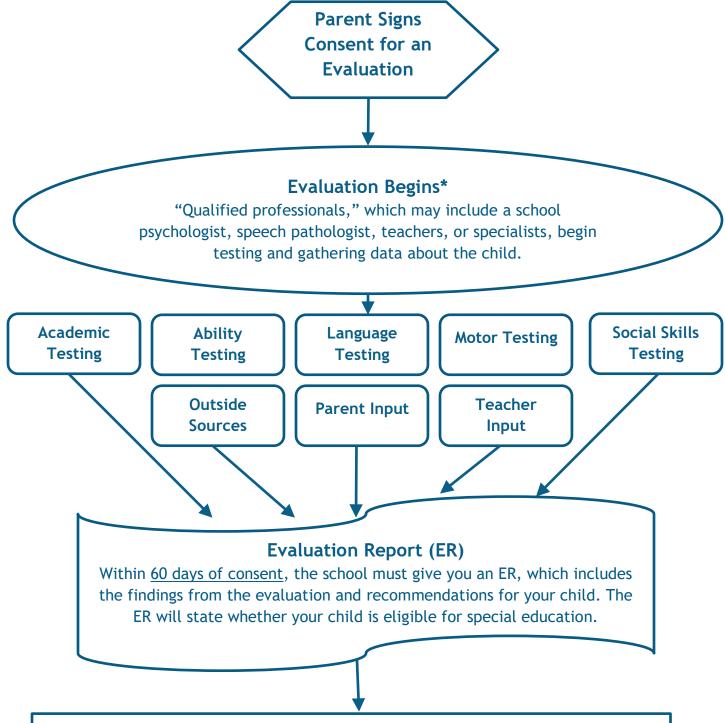
WHAT IF THE SCHOOL WILL NOT EVALUATE MY CHILD?

The school must give you the written notice – the NOREP/PWN – explaining the decision not to test your child or the decision that your child does not qualify for special education. ²³ If this happens, you can fight the decision by asking for mediation, filing a complaint with the Bureau of Special Education, or requesting a special education due process hearing. You can learn more about these steps in ELC's "Resolving Special Education Disagreements" fact sheet. If the school has violated a clear legal rule, including the 60-day timeline²⁴ for conducting an evaluation or reevaluation, ²⁵ you can file a complaint with the Pennsylvania Department of Education's Bureau of Special Education. ²⁶ Click here for more information on how to file a complaint.

If your child turns out to be eligible for special education services after the evaluation is conducted and the child had to wait to get those services because the school did not do the evaluation or failed to complete the evaluation within the required 60-day time frame, you should request compensatory education services (make-up services) for every hour of every day that your child failed to receive a free, appropriate, public education.²⁷ These services are intended to help your child catch up or compensate for the time the child failed to receive special education services.²⁸

WHAT HAPPENS AFTER I SUBMIT A CONSENT TO AN EVALUATION FORM AND THE SCHOOL AGREES TO CONDUCT THE EVALUATION?

The diagram on the following page outlines the process that must be followed under federal and state law for conducting an evaluation.



Individualized Education Program (IEP) Meeting

If your child is eligible for special education, the school must create an IEP, which is the annual plan for your child's education, within 30 days of the ER. The ER should be used to create an IEP. Parents are an important part of this process and must consent in order for any special education services to start. You may agree to some services and not to others. The IEP will be implemented within 10 days of consent.

^{*} This evaluation must be administered in the child's native language or other mode of communication "unless it is clearly not feasible to do so." 23 CFR 300.304 (c)(ii).

HOW DOES THE EVALUTION TEAM DECIDE WHETHER MY CHILD GETS AN IEP?

The evaluation team will answer two questions:

1. Does your child have a disability?

The law lists 13 different types of disabilities that qualify a child for special education services. ²⁹ A medical diagnosis of a disability (such as ADHD) does not automatically make the child eligible for special education. A child cannot qualify for special education if their learning problem is caused by something other than a disability. For example, a child may be struggling because the child has not had proper instruction in reading or math. ³⁰

2. Because of that disability, does your child need specially designed instruction and related services?

The evaluation team will consider whether your child needs "specially designed instruction" — instruction that is not part of the typical curriculum — because of a disability. You should think about what your child needs in order to learn and what changes would help your child learn that are not a part of the typical curriculum.

If the answer to both questions is yes, then your child will qualify for special education and an IEP.

CAN EVALUATIONS BE COMPLETED IN LESS THAN THE 60-DAY TIMELINE?

Yes. Under the Individuals with Disabilities Education Act (IDEA), a key special education law, all students who are suspected of having disabilities that would make them eligible for special education must be evaluated or reevaluated within 60 days after receiving a signed Prior Written Notice of Initial Evaluation and Request for Consent Form (PWN-Consent,) or Request for Consent for a Reevaluation (sometimes referred to as Permission to Reevaluate (PTRE)). Evaluations can be completed before the 60-day timeline elapses, but this is not required.

CAN STUDENTS WHO ARE EXPERIENCING HOMELESSNESS, IN FOSTER CARE, OR IN THE JUVENILE JUSTICE SYSTEM BE EVALUATED ON AN EXPEDITED TIMELINE?

Yes. Students experiencing homelessness or involved in the child-welfare or juvenile justice systems are considered "highly mobile," and can receive expedited evaluations and reevaluations. These assessments are completed within 30 days rather than within 60 days, in accordance with guidance from the U.S. Department of Education's Office of Special Education and Rehabilitative Services. ³¹ It is best practice to evaluate all "highly mobile" students on an expedited basis to ensure they can receive needed evaluations and appropriate services, which are often disrupted due to frequent moves. ³² To learn more about students' rights to timely evaluations, review this fact sheet, and to learn more about students' rights in the special education context, see ELC's "Guide For Parents and Advocates on the Right to Special Education in Pennsylvania."

IMPORTANT POINTS ABOUT SPECIAL EDUCATION EVALUATIONS

Here are several important points for you to know if you are seeking an evaluation for your child:

- The school cannot tell you that it is putting your child on a <u>waitlist</u> for an evaluation. The timelines are requirements. When you request an evaluation, the school has two options: (1) give you a PWN-Consent Form to sign consent for the evaluation; or (2) give you written notice about why an evaluation is not necessary.³³ You can agree to extend the timelines.
- The evaluation is <u>free</u>. You cannot be asked to pay for any part of the evaluation.³⁴
- The evaluation must be done in your child's <u>native language</u> or the language that will lead to the most accurate results. The evaluation also must consider your child's cultural background so that the testing will not be racially or culturally biased.³⁵
- No single test can determine whether a child has a disability or needs special education.³⁶

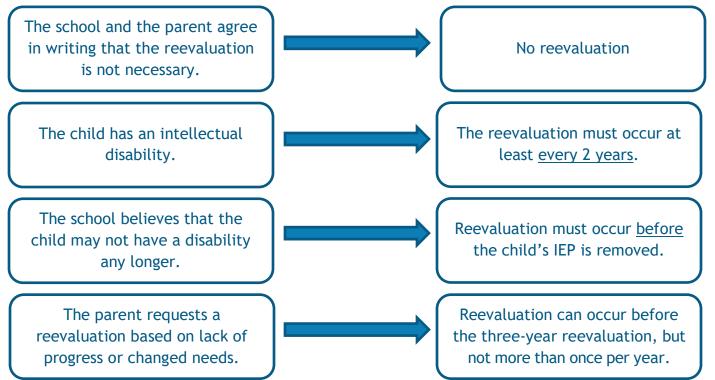
WHAT IF MY CHILD MOVES TO ANOTHER DISTRICT BEFORE THE INITIAL EVALUATION IS DONE?

The same timelines still apply. A school may not have more than 60 calendar days³⁷ to finish the evaluation if the child moves into a new school district before the initial evaluation is done.³⁸ However, the school can get more time if you agree and the school is working to get it done quickly.³⁹ The new and old schools must coordinate testing to evaluate the child as soon as possible.⁴⁰ Your child's records should be shared quickly between the schools. In some cases, a new school may request additional time to repeat some tests, using its own team of professionals. The school must obtain your consent to extend the deadline for completing the evaluation.

REEVALUATION

ONCE MY CHILD HAS AN IEP, WHEN MUST MY CHILD BE REEVALUATED?

Every child who receives special education must be reevaluated every three years, UNLESS:



Think carefully before you agree to take a pass on (or "waive") your child's reevaluation. Three years (or two years for a child with an intellectual disability) is a long time in the life of a child. Even if the child's disability has not changed, their needs, strengths, weaknesses, and behavior may have changed. Such changes show that the child's IEP should be revised, using more recent information.

The school also does not have to reevaluate the child if the child will no longer be eligible for special education due to graduation or age. ⁴¹ In Pennsylvania, students can continue to receive special education **until the student's 22nd birthday.** ⁴²At that point, the school district must instead give the student a written summary of academic achievement and functional performance, as well as recommendations for how the child can achieve their postsecondary goals. ⁴³

If your child plans to enter college or a technical/vocational program, a recent evaluation will help inform a "Section 504 accommodations plan" that identifies accommodations and services your child may need in postsecondary programs (e.g., extended time for tests). Your child's right to an IEP does not apply to these programs. Learn more about Section 504 here.

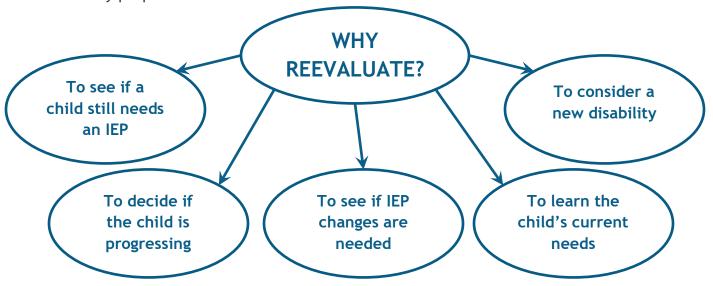
WILL I RECEIVE NOTICE OF THE REEVALUATION?

- 1. Yes. Before the reevaluation process begins, the team will issue a <u>Prior Written Notice for a Reevaluation form.</u>
 - a. This notice must be issued "a reasonable time before" the reevaluation occurs. ⁴⁴ A reasonable time is generally considered to be at least 10 calendar days, but it can be more depending on individual circumstances.
 - b. However, you do not need to sign or return this notice form.
- 2. If the team decides that new tests need to be done after reviewing the existing evaluation data, you will receive a Request for Consent for a Reevaluation form as well.
 - a. This form should be sent out early enough that the team will have multiple chances to contact you for a response before the reevaluation due date.
 - b. This permission form must be <u>signed and returned</u> if you consent to the reevaluation. The school has 60 days from receipt of the signed consent form to complete the Reevaluation Report.

NOTE: These two forms were previously issued together. They have now been separated, so you may not receive a Request for Consent for a Reevaluation form if the team decides that no new testing is necessary. If you believe your child needs additional testing, you have a right to request that testing even if the school did not issue you a consent for reevaluation form. You should inform the school in writing of any testing you think the school should complete and request a meeting to discuss. Additional testing may be needed because your child's needs or behavior has changed relating to an identified disability or because you suspect your child may have a new disability.

WHAT MUST A REEVALUATION DECIDE AND HOW?

There are many purposes for a reevaluation:



The reevaluation process begins with a review of information about the child by the IEP team. This could include PSSA scores, report cards, and progress monitoring reports. The team must decide what additional information, including testing, interviews, and work samples, is needed for the reevaluation. ⁴⁵ If the team decides no new testing is required and you disagree, you must request specific testing. You should note any specific concerns you have, including whether your child may have a new disability or is not making progress, or to inform transition planning for children age 14 and older. ⁴⁶ Once this information is collected, the team will produce a Reevaluation Report.

Click here for a sample annotated Reevaluation Report from the Pennsylvania Department of Education.

WHAT IF I DISAGREE WITH THE SCHOOL ABOUT THE EVALUATION?

The school must give you a written Notice of Recommended Educational Placement (NOREP) explaining the decision about whether your child qualifies for special education. ⁴⁷ If you disagree with the school's testing and evaluation, you can request an "independent educational evaluation" or IEE. ⁴⁸ This is an evaluation conducted by a qualified examiner, such as a certified school psychologist who is not employed by the school. You can request in writing that the school pay for an IEE; then the school must either (1) pay for the IEE or (2) request a special education due process hearing to defend its evaluation. ⁴⁹ You can also obtain your own IEE at your own expense, and the IEP team must consider its findings and recommendations. ⁵⁰

You can also challenge the school's decision in several different ways: by asking for mediation, filing a complaint with the Bureau of Special Education, or requesting a special education hearing. You can learn more about these steps in our fact sheet on "Resolving Special Education Disagreements."

If your child turns out to be eligible for special education services and the child had to wait to get those services because the school did not properly determine your child was eligible, you should <u>ask for compensatory education</u> (make-up services) to help your child catch up for the time they were deprived of services.

WHAT IF I, AS A PARENT, NEED ACCOMMODATIONS TO PARTICIPATE IN DECISION-MAKING?

Parents or caregivers with disabilities also have special protections under the law. Schools cannot discriminate against a person with a disability, including when parents are participating in the special education evaluation process for their child or in other meetings relating to their child's education. A person with a disability is someone who "has a physical or mental impairment that substantially limits one or more major life activities." Some examples of disabilities include: cancer, diabetes, post-traumatic stress disorder, deafness, mobility disabilities requiring the use of a wheelchair or cane, major depressive disorder, and traumatic brain injury.

Schools must provide reasonable modifications, accommodations, and services so that a parent with a disability can participate in their child's educational decision-making, including through the special education evaluation process. ⁵⁴ For example, a parent who is deaf may need an interpreter to participate in the meeting discussing their child's evaluation, or a person who has a mobility disability may need meetings to be located on an accessible floor of the school. A parent who is not able to read may need accommodations to understand their child's evaluation or IEP. Schools are legally required to provide these accommodations.

If you need an accommodation, modification, or service to participate in your child's evaluation, you should make a request in writing (such as by email). ELC has created a self-advocacy tool to help you make a request. This tool, "Request for Disability-Related Accommodations for Parents/Caregivers," includes a list of examples of frequently used accommodations/modifications/services you can request if you need them. You must explain what accommodation you need and why. If a school denies your request for an accommodation or service and you disagree with this decision, there are steps you can take to challenge this denial, which otherwise may deprive you of your right to parent participation in the special education process. See ELC's fact sheet on "Resolving Special Education Disagreements."

The Education Law Center-PA (ELC) is a nonprofit, legal advocacy organization with offices in Philadelphia and Pittsburgh, dedicated to ensuring that all children in Pennsylvania have access to a quality public education. Through legal representation, impact litigation, community engagement, and policy advocacy, ELC advances the rights of underserved children, including children living in poverty, children of color, children in the foster care and juvenile justice systems, children with disabilities, multilingual learners, LGBTQ students, and children experiencing homelessness.

ELC's publications provide a general statement of the law. However, each situation is different. If questions remain about how the law applies to a _particular situation_, contact ELC's Helpline for information and advice — visit www.elc-pa.org/contact or call 215-238-6970 (Eastern or Central PA) or 412-258-2120 (Western PA) — or contact another attorney of your choice.

¹ Students with disabilities are eligible for special education from age 3 until they graduate from high school or their 22nd birthday. 34 CFR § 300.102(b); see PA. DEP'T OF EDUC., INDIVIDUALS WITH DISABILITIES EDUCATION ACT, PART B: POLICIES AND

PROCEDURES (Rev. Aug 30, 2023), https://www.pa.gov/content/dam/copapwp-pagov/en/education/documents/instruction/special-education/ideia-idea/ideab.pdf.

- ² See, e.g., Martha J. Coutinho et al., Gender and Sociodemographic Factors and the Disproportionate Identification of Culturally and Linguistically Diverse Students with Emotional Disturbance, 27 Behavioral Disorders 109, 121 (2002); Paul Morgan et al., Minorities are Disproportionately Underrepresented in Special Education: Longitudinal Evidence Across Five Disability Conditions, 44 Educ. Researcher 278 (2015); Jacob Hibel et al., Who is Placed in Special Education?, 83 Soc. of Educ. 312 (2010); Paul L. Morgan et al., Racial and Ethnic Disparities in ADHD Diagnosis from Kindergarten to Eighth Grade, 132 Pediatrics 85, 86 (2013) (finding that black children are only two-thirds as likely as white children to be diagnosed with attention-deficit/hyperactivity disorder [ADHD]).
- ³ Over-identification means the inappropriate identification of a student who does not actually have a disability and who does not need services as a student with a disability. *Core Principles: Disproportionality in Identification for Special Education*, LEARNING DISABILITIES ASSOC. OF AMERICA, https://ldaamerica.org/core-principle-disproportionality-in-identification-for-special-education/ (last visited June 26, 2025).
- ⁴ Under-identification means the failure to appropriately identify a student who has a disability and who does need services as a student with a disability. *Id*.
- ⁵ See, e.g., Hani Morgan, *Misunderstood and mistreated: Students of color in special education*, 3 Voices OF Reform 71 (2020), https://www.voicesofreform.com/article/18595-misunderstood-and-mistreated-students-ofcolor-in-special-education.
- ⁶ See, e.g., Glenn Flores, MD & The Comm. on Pediatric Rsch., *Technical Report-Racial and Ethnic Disparities in the Health and Health Care of Children*, 125 PEDIATRICS 979, 982, 986, 987 (2010) (finding that non-white children had less access to pediatric care providers, less likelihood of being referred to a specialist by health care provider, less likelihood of being diagnosed with ADHD, and increased likelihood of receiving a delayed diagnosis of autism).
- ⁷ See, e.g., Testimony of Matthew G. Kelly, Basic Education Funding Commission, Sept. 13, 2023, at 2 ("in 2022-23, 43 percent of all Black and Latinx Pennsylvanians were enrolled in a district in the poorest quintile, compared to only 13 percent in the wealthiest quintile").
- ⁸ See, e.g., Jacob Hibel et al., Who is Placed in Special Education?, 83 Soc. of Educ. 315, 327 (2010) (study also found that schools with high enrollment of Black and Brown students were less likely in general to place students in special education).
- ⁹ See, e.g., NAT'L RSCH. COUNCIL, ACHIEVING HIGH EDUCATIONAL STANDARDS FOR ALL: CONFERENCE SUMMARY, 43-44 (2002) ("[M]any children are not identified as having a reading disability until 3rd or 4th grade. By then, they typically are lagging badly in their reading skills, which, in turn, increasingly causes them difficulties in other subjects.").
- ¹⁰ See, e.g., Laura A. Schifter et al., Students from Low-income families and special education (2019),

https://tcf.org/content/report/students-low-income-families-special-education/; see also Hani Morgan, Misunderstood and mistreated: Students of color in special education, 3 Voices of Reform 71 (2020).

https://www.voicesofreform.com/article/18595-misunderstood-and-mistreated-students-ofcolor-in-special-education.

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<sup>11</sup> 22 Pa. CODE § 14.123(c).
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- ¹² *Id*.
- ¹³ 34 C.F.R. § 300.300(a)(1)(i).
- ¹⁴ 22 PA. CODE § 14.123(c).
- ¹⁵ 34 C.F.R. § 300.111; 22 Pa. Code § 14.121.
- ¹⁶ 34 C.F.R. § 300.322.
- ¹⁷ *Id.* § 300.300(a)(1)(iii).
- ¹⁸ *Id.* § 300.300(a)(1)(i).
- ¹⁹ See, e.g., Maritime Academy Charter Sch., No. 24725-20-21 (SEA PA, May 6, 2021) (IHO ordered that a student could be evaluated despite his parent's lack of consent due to the student's history of psychiatric diagnoses and significant, atypical behaviors that put the student, other students, and staff at risk).
- ²⁰ 34 C.F.R. § 300.300(a)(3)(i).
- ²¹ *Id.* § 300.300(a)(2)(iii); 237 PA. CODE § 1147.
- ²² *Id.* § 300.300(b)(4)(ii).
- ²³ *Id.* § 300.503(b).
- ²⁴ 22 PA. CODE § 14.123(b) (note that the 60-calendar day timeline does not include summer days).
- ²⁵ Note that this is not the only basis to file a complaint with the Bureau of Special Education.
- ²⁶ 34 C.F.R. § 300.153; see also State Complaint Process, OFFICE OF DISPUTE RESOLUTION, at

https://odr-pa.org/parent-resources/state-complaint-process.

²⁷ *M.C. v. Cent. Reg'l Sch. Dist.*, 81 F.3d 389, 391-92 (3d Cir. 1996) (the "child is entitled to compensatory education for a period equal to the period of deprivation").

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<sup>28</sup> See G.L. v. Ligonier Valley Sch. Dist. Auth., 802 F.3d 601, 625 (3d Cir. 2015) (citing D.F. v. Collingswood Bd. of
Educ., 694 F.3d 488, 498 (3d Cir. 2012)); see also Reid ex rel. Reid v. D.C., 401 F.3d 516, 518 (D.C. Cir. 2005)
(compensatory education should "aim to place disabled children in the same position they would have occupied but for
the school district's violations of IDEA").
<sup>29</sup> 34 C.F.R. § 300.8.
<sup>30</sup> Id. § 300.306(b)(1).
<sup>31</sup>U.S. DEP'T OF EDUC., LETTER FROM OFFICE OF SPECIAL EDUC. AND REHABILITATIVE SERVICES TO STATE DIRECTOR OF SPECIAL EDUC. (NOV.
10, 2022), https://sites.ed.gov/idea/files/Letter-to-State-Directors-of-Special-Education-on-Ensuring-a-High-Quality-
Education-for-Highly-Mobile-Children-11-10-2022.pdf.
<sup>32</sup> Id.
<sup>33</sup> 22 Pa. CODE § 14.123(c).
<sup>34</sup> 34 C.F.R. § 300.17.
<sup>35</sup> Id. § 300.304(c)(1)(i).
<sup>36</sup> Id. § 300.304(b)(2).
<sup>37</sup> 22 PA. CODE § 14.123(b) (note that the 60-calendar day timeline does not include summer days).
<sup>38</sup> 34 C.F.R. § 300.301(d)(2).
<sup>39</sup> Id. § 300.301(e).
<sup>40</sup> Id. § 300.323(g)(2).
<sup>41</sup> Id. § 300.305(e)(2).
<sup>42</sup> 20 U.S.C. § 1412(a)(l)(A); 34 C.F.R. § 300.102(a)(3); see also IDEA B FAQ: Responses to Policy Revision to Age of
Eligibility, Pa. Dep't of Educ., at https://www.pa.gov/agencies/education/programs-and-
services/instruction/elementary-and-secondary-education/special-education/regulations-and-policies/ideab-fag.html.
<sup>43</sup> 34 C.F.R. § 300.305(e)(3).
<sup>44</sup> Id. § 300.503(a)(1).
<sup>45</sup> Id. § 300.305(a)(2).
<sup>46</sup> Id. § 300.43.
<sup>47</sup> Id. § 300.503(b).
<sup>48</sup> Id. § 300.502.
<sup>49</sup> Id. § 300.502(b).
<sup>50</sup> Id. § 300.502(c).
<sup>51</sup> 43 U.S.C. §§ 12131-32.
<sup>53</sup> Introduction to the Americans with Disabilities Act, U.S. DEP'T OF JUST. https://www.ada.gov/topics/intro-to-ada/.
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⁵⁴ 43 U.S.C. §§ 12131-32.