



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY FIRST-CLASS MAIL

January 30, 2019

RE: Letter of Response for Grievance #2602 filed on November 19, 2018

Dear [REDACTED]

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced grievance.

**Grievance Issues**

Based on a review of the information provided, the written grievance raised the following issues under the jurisdiction of this office:

1. [REDACTED] Teacher, [REDACTED] reported that [REDACTED] has made repeated sexual comments towards her and non-DCPS employee, [REDACTED] whom was hired through the City Year program. These allegations fall under Title IX of the Education Amendments Act of 1972 ("Title IX") which prohibits discrimination on the basis of sex.

**Investigative Procedure**

The investigation included interviews with the following individuals:

1. [REDACTED]
2. Teacher, [REDACTED]
3. Non-DCPS Employee, [REDACTED]

The investigation also included review of the following documents which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

1. Email statements from Teacher, [REDACTED]

**General Findings of Fact**

The following findings of fact resulted from the investigation:

1. [REDACTED] reports that [REDACTED] has said the following comments towards her, [REDACTED] and that he pretended to beat on her breasts with two pencils but did not touch her.

2. [REDACTED] reports that [REDACTED] mouthed to her "I want you" and asked, "Can I talk to you?" as in romantically date. [REDACTED] also reported that [REDACTED] keeps saying to her [REDACTED] to try to get her to make eye contact with him.
3. [REDACTED] denies all allegations that he made comments towards [REDACTED] and [REDACTED] that were sexual in nature and believes his comments have been taken out of context.
4. [REDACTED] did admit to saying to [REDACTED] to [REDACTED] but did not mean this in a sexual manner. [REDACTED] says he called [REDACTED] but did not mean it to be [REDACTED] says he and a friend were "air drumming" with pencils when [REDACTED] approached to take the pencils away. [REDACTED] denies they were aimed at her breasts.

### Discussion/Conclusion

As a result of this review, we have found that the incidents that occurred throughout the Fall 2018 semester at [REDACTED] between [REDACTED] and [REDACTED] does constitute a violation of Title IX and Chapter 25 of the District of Columbia Municipal Regulations, which governs student discipline. There is not enough information to conclude that the comments made towards City Year Teacher, [REDACTED] constitute as a violation of Title IX.

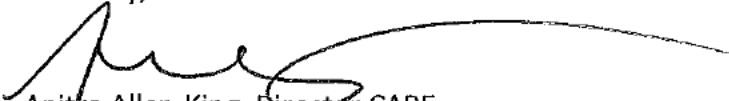
DCPS has taken the following actions below to address this incident:

1. On November 15, 2018, [REDACTED] received Chapter 25, Tier 4 violation for "Lewd or indecent public behavior or sexual misconduct".
2. On November 26, 2018, a restorative meeting was held with [REDACTED] and Dean of Students, [REDACTED]
3. School Counselor, [REDACTED] will meet with [REDACTED] weekly to discuss topics related to the incident such as "appropriate vs. inappropriate conversations". The first session will take place by February 11, 2019. For more information, please contact [REDACTED] at [REDACTED] or DCPS CARE at the number provided below.

As the complainant, if you are not satisfied with the outcome, you have the right to file an appeal. Appeals must be submitted in writing and received within 10 calendar days of receipt of this notice. Please submit appeal requests to the Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 11<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@dc.gov](mailto:dcps.cio@dc.gov). You may also contact the U.S. Department of Education, Office for Civil Rights (1-800-421-3481) to report any educational discrimination.

If you have further questions, please do not hesitate to contact us at [dcps.care@dc.gov](mailto:dcps.care@dc.gov) or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent