



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

June 17, 2020

[REDACTED]

RE: Letter of Response for Grievance #2701 filed on December 21, 2018

Dear [REDACTED]:

We acknowledge that there has been a lapse in time since the filing of this grievance. In accordance with Chapter 25 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, D.C. Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its review of the above referenced written grievance.

Grievance Issues

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

1. **5-B DCMR 2405.2(e)**: Where a student is a victim of bullying or harassment, including sexual harassment. You reported that Student C chased Student [REDACTED] and Student B with knives, thereby creating a safety concern.
2. **5-B DCMR 2405.2(c)**: Where it is alleged that any student or group of students is being subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct. You expressed concern that Teacher [REDACTED] and Teacher [REDACTED] were not paying attention, which led to Student C chasing Student [REDACTED] and Student B with knives. It was reported that on December 20, 2018, [REDACTED] Principal [REDACTED] made a false report to the Metropolitan Police Department regarding this incident.

Review Procedure

The review included interviews with the following individuals:

1. Grievant/Parent of Student [REDACTED]
2. Teacher [REDACTED] Teacher [REDACTED]

DCPS CARE made attempts to contact you to follow up on your concerns but was unable to reach you. DCPS CARE also made attempts to contact Teacher [REDACTED], but she is no longer a DCPS employee.

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

1. Aspen—DCPS data maintenance system for attendance
2. SBT – DCPS student behavior database

General Findings of Fact

1. Student C brought two butcher knives to school on December 20, 2018.
2. Student C retrieved both knives out of their book bag and began chasing Student [REDACTED] and Student B around a classroom.
3. You alleged that there was no adult supervision in the classroom at the time of this incident.
4. Student [REDACTED] was withdrawn from DCPS on August 2, 2019. Student [REDACTED] does not currently attend a DCPS school. Student C does not currently attend [REDACTED]

Discussion/Conclusion

1. Regarding there being a safety concern, DCPS CARE finds that **5-B DCMR 2405.2(e)** is substantiated. Student C chasing Student [REDACTED] and Student B with knives is sufficiently severe to constitute a safety concern. However, DCPS CARE finds that there is no ongoing safety concern for Student [REDACTED]. Student [REDACTED] no longer attends [REDACTED] or any DCPS school. Therefore, Student C no longer poses a safety risk to Student [REDACTED]. Additionally, Student C no longer attends [REDACTED]
2. Regarding **5-B DCMR 2405.2(c)** and Teacher [REDACTED], Teacher [REDACTED] and Principal [REDACTED], DCPS CARE withholds issuing a finding. Investigations surrounding employee misconduct remain confidential due to employee privacy guidelines.

DCPS has taken the following action as a result of these allegations:

1. Appropriate Chapter 25 disciplinary infractions were administered.
2. A referral was sent to Labor Management and Employee Relations (LMER) on May 26, 2020, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

DCPS will review all available information related to this incident to determine whether employee misconduct has occurred. Although DCPS appreciates your need to know the results of its review, we are unable to share the results of personnel investigations, including any employee disciplinary action that may have been taken, because this information is contained in confidential employee records.

Should your student return to a DCPS school and you feel that support is needed, please contact dcps.care@k12.dc.gov for support.

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, 10th Floor, Attn: CIO or via email at dcps.cio@k12.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@k12.dc.gov or 202.442.5405.

Sincerely,

A handwritten signature in black ink, appearing to read "Anitra Allen", is enclosed in a thin black rectangular border.

Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent