



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL AND FIRST-CLASS MAIL

February 6, 2018



RE: Letter of Response for Written Grievance # 2706 filed on December 28, 2018

Dear [REDACTED]

In accordance with 24 DCMR Subtitle 5-B, Section 2405 and 5-E, Section 405 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 written 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. **5-B DCMR 2405.2 (c)** Where it is alleged that any student or group of students is being subjected to arbitrary or unreasonable regulation, procedure, or standard of conduct. You allege that students in the classroom of teacher [REDACTED] were being directed to accept apologies in a way that was unreasonable and inappropriate. Specifically, students were being instructed to say, [REDACTED]
2. **5-E DCMR 405.3 (c)**: Where an individual is a victim of bullying or harassment, including sexual harassment. You allege that upon addressing your concerns about how students were being directed to apologize, Assistant Teacher, [REDACTED] gave you an intimidating look and began swinging her arms in a manner that could potentially strike you. You further allege that Assistant Principal, [REDACTED] didn't respond to the behavior of the assistant teacher in an appropriate or timely manner.

Investigative Procedure

The investigation included interviews with the following individuals:

1. [REDACTED] Complainant
2. [REDACTED] Principal of [REDACTED]
3. [REDACTED] Assistant Principal
4. [REDACTED] Teacher
5. [REDACTED] Teacher Assistant

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. Witness Statements provided by:
 - a. [REDACTED] Complainant
 - b. [REDACTED] Teacher Assistant
 - c. [REDACTED] Classroom Teacher
 - d. [REDACTED] Assistant Principal
2. Security Camera Footage from the Main Office

The following findings of fact resulted from the investigation:

1. On November 13, 2018, upon visiting [REDACTED] you observed that students in the classroom of Teacher, [REDACTED] were being directed to accept apologies by stating, [REDACTED]
[REDACTED]
2. You began to speak with the Teacher, [REDACTED] and Teacher Assistant, [REDACTED] about how students accept apologies.
3. You went to the Main Office to discuss how students accept apologies with [REDACTED] administration.
4. Teacher Assistant, [REDACTED] entered the main office and began to participate in the discussion in the main office.
5. The exchange between you and Teacher Assistant, [REDACTED] escalated; both parties made disparaging comments about each other.
6. Several DCPS staff intervened to deescalate the exchange. Assistant Principal [REDACTED] led you upstairs to further discuss your concerns.

Discussion/Conclusion

As a result of this review, DCPS has found the following:

1. DCPS finds **5-B DCMR 2405.2 (c)** is substantiated. The manner students were being directed to accept apologies is inappropriate.
2. DCPS finds **5-E DCMR 405.3 (c)** is substantiated in part and not substantiated in part.
 - a. You and [REDACTED] both made comments that lead to an escalated exchange. As a DCPS employee, [REDACTED] should not have made disparaging comments about you. Therefore, as it relates to Teacher Assistant, [REDACTED] **5-E DCMR 405.3 (c)** is substantiated
 - b. Assistant Principal, [REDACTED] intervened in an appropriate and timely manner to address the incident. Therefore, as it relates to Assistant Principal, [REDACTED] **5-E DCMR 405.3 (c)** is not substantiated.

DCPS has taken the following actions as a result of this incident:

1. On December 28, 2018, a referral was sent to Labor Management Employee Relations (LMER) for review and consideration of whether disciplinary action is appropriate for Assistant Teacher,

■■■■ Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

2. Effective December 3, 2018, the way students accept apologies from each other was modified by Teacher, ■■■■ and Assistant Teacher, ■■■■
3. ■■■■ Leadership Team reviewed school-wide expectations with staff regarding parent interactions on December 7, 2018.
4. Effective December 10, 2018 Principal ■■■■ will serve as your primary point of contact and Assistant Principal ■■■■ as your secondary point of contact for any comments or concerns.

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, 11th Floor; Attn: CIO or via email at 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 or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal
Instructional Superintendent