



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

March 17, 2020

██████████  
████████████████████

RE: Letter of Response for Written Grievance #2765 filed on January 23, 2019

Dear ██████████

In accordance with Subtitle 5-E, Section 405 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-E – 405.3(b) Where it is alleged that any individual is being subjected to an arbitrary or unreasonable regulation, procedure or standard of conduct**

It is alleged that on August 23, 2018, ██████████ staff member, ██████ used profanities toward you while at ██████████. It is alleged that on October 10, 2018, ██████ became aggressive toward you and used profanities while students were nearby.

**Conclusion**

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

1. A referral was sent to Labor Management Employee Relations (LMER) on March 26, 2019, 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.

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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,

A handwritten signature in black ink, appearing to read 'Anitra', with a long horizontal flourish extending to the right.

Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent