



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

December 29, 2020

[REDACTED]
[REDACTED]

RE: Letter of Response for Grievance #2778 filed on January 29, 2019

Dear [REDACTED]:

In accordance with 24 DCMR 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 preliminary investigation of the above referenced grievance.

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

- **5-B DCMR 2405.2(e):** Where a student is a victim of bullying or harassment, including sexual harassment. It is alleged that on January 24, 2019, [REDACTED] students taunted the [REDACTED] class by displaying sexual gestures and using inappropriate language.

Review Procedures

The review included written witness statements from the following individuals:

1. [REDACTED] Coordinator at [REDACTED]
2. [REDACTED], Instructional Coach at [REDACTED]
3. [REDACTED], Counselor at [REDACTED]

General Findings of Fact

1. On January 24, 2019, [REDACTED] students visited [REDACTED] for a school tour.
2. Dean of Students [REDACTED] provided the names of thirteen [REDACTED] students identified by [REDACTED] staff as being involved in the alleged incident.
3. [REDACTED] staff members [REDACTED], and [REDACTED] reported that the [REDACTED] students rushed over to try to get close to the [REDACTED] students during lunch, which required multiple [REDACTED] staff to ask the [REDACTED] students to leave the area.

4. According to staff members [REDACTED] and [REDACTED], the [REDACTED] students yelled obscenities at the [REDACTED] students throughout the tour, including calling them [REDACTED] and asking which students [REDACTED]

5. According to staff members [REDACTED], and [REDACTED], the [REDACTED] students continued to make derogatory comments and tried to engage with the [REDACTED] students throughout their school tour, despite [REDACTED] staff repeatedly requesting the [REDACTED] students to disengage in the disruptive behaviors.

6. Staff member [REDACTED] reported the chaperones for the [REDACTED] students decided to end the tour early due to the behaviors of the [REDACTED] students.

Discussion/Conclusion

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

DCPS CARE finds that **5-B DCMR 2405.2(e)** is substantiated. DCPS CARE was provided the written statements of three [REDACTED] staff members who witnessed the reported behaviors. It was reported that the students yelled obscenities at the [REDACTED] students throughout the tour, including calling them [REDACTED] and asking which students [REDACTED]. Because of the pervasive and persistent behavior by the [REDACTED] students, the [REDACTED] staff ended their tour early. Given this information, the conduct of the [REDACTED] students is sufficiently pervasive and persistent to constitute sexual harassment. Additionally, the [REDACTED] students were not able to complete their school tour, thus limiting their access to an educational opportunity.

DCPS will take the following steps to address the behavior:

1. On the day of the incident, [REDACTED] staff apologized to [REDACTED] students for the inappropriate behavior of [REDACTED] students.
2. As of February 2019, [REDACTED] staff facilitated restorative circles with the [REDACTED] students involved in the incident.
3. As of February 2019, the [REDACTED] students wrote reflective essays on the impacts of their decisions and actions.

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", with a long horizontal flourish extending to the right.

Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent