



BY EMAIL AND FIRST-CLASS MAIL

May 8, 2019



RE: Letter of Response for Grievance #3069 filed on April 4, 2019

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. 5-B DCMR Subtitle 2405.1 (d) & (e) and 5-E DCMR Subtitle 401.1 (d) & (e) where it is alleged that there has been a violation of Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color and national origin; and the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color.
 - a. On [REDACTED], [REDACTED] was involved in a physical altercation where he hit Student A in the mouth after he believed the student called him a racial slur. You were concerned that [REDACTED]'s punishment for hitting Student A was not equal to the student that allegedly called him the racial slur.

Investigative Procedure

The investigation included interviews with the following individuals:

1. [REDACTED]
2. Principal, [REDACTED]
3. Student A
4. Witness #1

General Findings of Fact

The following findings of fact resulted from the investigation:

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1. On [REDACTED], [REDACTED] was sitting near Student A working on their STEM Fair project.
 2. [REDACTED] stated that he believed Student A said to him [REDACTED]. [REDACTED] reacted immediately by punching Student A in his mouth.
 3. Following the incident, Student A and [REDACTED] participated in a restorative circle meeting with the Principal and School Social Worker. Student A denied using the racial slur and explained that he said, [REDACTED].
 4. Student A has remained adamant that he did not use a racial slur and did not mean to imply anything racial by saying to [REDACTED], [REDACTED].
 5. [REDACTED] provided the name of a witness who was also in his group working on the STEM Fair project. Witness #1 explained that she heard Student A say to [REDACTED], [REDACTED] and witnessed [REDACTED] punch Student A in the mouth.

Discussion/Conclusion

- **5-B DCMR Subtitle 2405.1 (d) & (e)** and **5-E DCMR Subtitle 401.1 (d) & (e)** is not substantiated. There is not enough information to conclude that Student A used a racial slur when speaking to [REDACTED]. Physical violence in school is not appropriate conduct and therefore, the consequence given to [REDACTED] for hitting Student A is deemed to be appropriate.

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