



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

July 17, 2019



RE: Letter of Response for Grievance #3125 filed on April 24, 2019

Dear [REDACTED]:

In accordance with Subtitle 5-B, Section 2405.2(c) of the District of Columbia Municipal Regulations, this letter serves as DC Public Schools (DCPS) written response to concerns you brought to the attention of the DCPS Comprehensive Alternative Resolution and Equity (CARE) team on April 24, 2019.

**Grievance Issues**

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

**5-B – 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 allege on April 24, 2019, substitute [REDACTED] [REDACTED] grabbed your student by the neck.

**Investigative Procedure**

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:

- Witness statements
- Incident Report
- Video Footage provided by parent

**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 April 24, 2019, for the review and investigation of these allegations.

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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.

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](tel:202.442.5405).

Sincerely,

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

Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent