



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA REGULAR MAIL

December 31, 2019

[REDACTED]
[REDACTED]
[REDACTED]

RE: Letter of Response for Written Grievance #3172 filed on May 9, 2019

Dear [REDACTED]:

In accordance with Chapter 24 Subtitle 5-B, Section 2405 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 issues under the jurisdiction of this office:

1. **5-B DCMR 2405.2 (e)**: Where a student is a victim of bullying or harassment, including sexual harassment. It is alleged that [REDACTED], Aide at [REDACTED], touched Student [REDACTED] inappropriately. These allegations fall under Federal Title IX Law of the Education Amendment of 1972 ("Title IX"). Title IX prohibits discrimination on the basis of sex which includes sexual harassment and sexual violence.

Review Procedure

The review included interviews with the following individuals:

1. [REDACTED], [REDACTED] Principal

DCPS CARE attempted to contact you to obtain consent to speak to your student. DCPS CARE was unable to contact you.

The review 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. Written Statement provided by [REDACTED], [REDACTED] Aftercare Employee
2. Written Statement provided by [REDACTED], Technology Specialist at [REDACTED]
3. Written Statement provided by [REDACTED], Aide at [REDACTED]

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 May 8, 2019, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

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, 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](tel:202.442.5405).

Sincerely,



Anitra Allen-King, Director CARE

cc: Principal
Instructional Superintendent
LMER