



BY EMAIL AND FIRST-CLASS MAIL

June 23, 2020



RE: Letter of Response for Grievance #3184 filed on May 13, 2020

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)** 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 DC Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color.
  - a. It was alleged that Student A called [REDACTED].
  - b. It was alleged that [REDACTED] told Student A [REDACTED].
  - c. It was alleged that [REDACTED] called Student B [REDACTED], meaning someone from [REDACTED].

**Investigative Procedure**

The investigation included interviews with the following individuals:

1. Principal, [REDACTED]
2. Parent, [REDACTED]
3. Student A
4. Dean of Students, [REDACTED]

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:

1. Email from Principal, [REDACTED]
2. Student Behavior Tracker

**General Findings of Fact**

The following findings of fact resulted from the investigation:

1. In an interview with Dean of Students, [REDACTED], he explained that there were approximately 6-8 7<sup>th</sup> grade students involved in this behavior. [REDACTED] went on to say that the students would often make racially insensitive comments towards each other.

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2. Dean of Students, [REDACTED] met with each student individually. The students involved explained that they were joking with each other and were not being intentionally discriminatory.
  3. In an interview with Student A, he denied using [REDACTED] to refer to [REDACTED]. Student A denied [REDACTED] saying [REDACTED]. Student A also denied hearing [REDACTED] make an discriminatory statements towards other students.

#### **Discussion/Conclusion**

1. **5-B DCMR 2405.2 (d) & (e)** is unable to be substantiated. Based on the information gathered during this investigation, DCPS CARE has found that [REDACTED] and several other 7<sup>th</sup> grade students at [REDACTED] participated in making racially insensitive comments towards each other. Based on the information gathered from an interview with Dean of Students, [REDACTED], students willfully participated in this behavior which they described as a joke. DCPS CARE is unable to conclude which students made which comments and if the students involved were being intentionally discriminatory.

Although no violation was found, DCPS has taken the following actions below to address this incident:

1. [REDACTED] received a Chapter 25 violation as a result of his behavior.
2. Student A received a Chapter 25 violation as a result of his behavior.
3. Dean of Students, [REDACTED] led multiple restorative circles with the students involved to discuss racial discrimination, cultural awareness, and using appropriate language.

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, 10<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@k12.dc.gov](mailto: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](mailto:dcps.care@k12.dc.gov) or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent