



SENT VIA EMAIL

September 22, 2020

[REDACTED]

RE: Letter of Response for Grievance #3220 filed on May 22, 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 2405.2(e)**: Where a student is a victim of bullying or harassment, including sexual harassment. Student [REDACTED] alleged that they have been getting bullied, specially stating they have been called inappropriate names and have been hit by Student A, Student B, Student C, Student D, and Student E.

Review Procedure

The review included interviews with the following individuals:

1. [REDACTED], Parent of Student [REDACTED]
2. Student [REDACTED]
3. [REDACTED] Principal
4. [REDACTED] Social Worker

DCPS CARE made attempts to interview Student A, Student B, Student C, Student D, and Student E but were unable to obtain consent and/or reach the students.

The review also included the following which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

1. SBT, DCPS student behavior database

2. Student [REDACTED] Safety Plan dated [REDACTED]
3. DCPS Bullying Prevention Policy

General Findings of Fact

The following findings of fact resulted from the review:

1. In [REDACTED], Student [REDACTED] alleged that students slapped him on the back of his neck after he got a haircut and that it continued for approximately a week. Student [REDACTED] also alleged a student hit him on the head while they were on the field and that another student put her hands around his neck but that the student was [REDACTED]
2. Student [REDACTED] alleged that he has been called [REDACTED] by other students.
3. Principal [REDACTED] reported to DCPS CARE that Student [REDACTED] was called [REDACTED] by Student B and that following this incident, a parent meeting was held on [REDACTED] with Student B and their parent to discuss the inappropriate language.
4. Principal [REDACTED] reported to DCPS CARE that Student [REDACTED] was called a [REDACTED] because students saw him walk in the classroom behind the security guard in [REDACTED].
5. In [REDACTED], Student [REDACTED] reported that he now feels safe coming to school but doesn't feel like he'll be able to do some of the things that he likes, such as play soccer, because he doesn't feel like he'd have people to play with.
6. On [REDACTED] you expressed concern that Student [REDACTED] had been in the same school, all school year, with the alleged aggressors and that this caused him stress. You also reported that due to virtual learning, Student [REDACTED] was not currently experiencing any harassment.

Discussion/Conclusion

1. DCPS finds that 5-B DCMR 2405.2(e) is substantiated. During the review, Student [REDACTED] reported, and Principal [REDACTED] confirmed that Student [REDACTED] was called inappropriate names such as [REDACTED] and [REDACTED] by other students. Student [REDACTED] also reported other examples in which he was called inappropriate names and reported being hit by other students on the back of the neck and the head. DCPS CARE made attempts to interview the alleged respondents Student A, Student B, Student C, Student D, and Student E but were unable to obtain consent and/or reach the students. DCPS CARE recently followed up with you in which you expressed concern that Student [REDACTED] had experienced stress due to being in the same school building as the alleged aggressors but that he is currently not experiencing harassment. DCPS CARE finds that with a preponderance of evidence, the information that was reviewed meets the district's definition of bullying in that the incidents were persistent and pervasive.

In an effort to address your concerns, DCPS has taken or will take the following actions:

1. On [REDACTED] Principal [REDACTED] held a parent conference with Student B.
2. A safety plan for Student [REDACTED] was created on [REDACTED]
3. On [REDACTED] Student [REDACTED] was provided with various alternatives that he could utilize to inform staff of a harmful situation such as hand signals of two fingers to communicate his need to take a break, telling an adult immediately when something is happening, telling an administrator before he leaves the building for the day, and avoiding students who are unkind to him.
4. On [REDACTED] Principal [REDACTED] agreed to provide check-ins with Student [REDACTED] 2-3 times per day and to

reach out to Student [REDACTED] parent as soon as an incident arises.

5. On [REDACTED] addressed the [REDACTED] class about bullying and unsafe behavior.
6. In [REDACTED] Student [REDACTED] was receiving weekly check-in from School Counselor [REDACTED]
7. On [REDACTED] held a Bullying Community Meeting.
8. Within 10 school days of receipt of this letter, [REDACTED] will provide a check-in to Student [REDACTED] and if deemed necessary, counseling will be provided upon receiving consent from the parent of Student [REDACTED]

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.

Sincerely,



Anitra Allen, CARE Director

Cc: Principal
Instructional Superintendent