



BY EMAIL AND FIRST-CLASS MAIL

July 17, 2019



RE: Letter of Response for Grievance #3223 filed on May 22, 2019

Dear [REDACTED],

In accordance with 24 DCMR 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 preliminary investigation of the above referenced grievance.

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

- **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.
  - On [REDACTED], you reported to teacher, [REDACTED] that Student A made a racial comment directed at [REDACTED] while at [REDACTED]. Specifically, it was reported that Student A said to [REDACTED] that [REDACTED].

The preliminary investigation included reviewing the incident report provided by Social Worker, [REDACTED], speaking with Teacher, [REDACTED], the parent of Student A, and a phone conversation with you on [REDACTED]. As a result of this review, we have found that the claim does not warrant further investigation. Based on the information gathered during the preliminary investigation, this incident does not rise to the level of race-based discrimination that would be considered a violation of Title VI of the Civil Rights Act of 1964 as Student A did not exclude [REDACTED] from participation or deny him opportunities on the basis of his race. Additionally, given Student A's age, it is likely that he did not understand the impact of his statement and how it could be seen as offensive.

Although a violation was not found, DCPS will implement the following measures:

1. The principal and school leadership team will ensure the integration of school opening activities anchored in social emotional learning competencies and will implement these activities no later than the end of [REDACTED].

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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, 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', with a long horizontal flourish extending to the right.

Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent