



BY EMAIL AND FIRST-CLASS MAIL

September 4, 2019



RE: Letter of Response for Grievance #3270 filed on June 12, 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], it was reported that [REDACTED] used a racial epithet when speaking about his teacher.

The preliminary investigation included speaking with Principal, [REDACTED] about the incident, having a conversation with Teacher, [REDACTED], and reviewing [REDACTED]'s Individualized Education Plan (IEP). DCPS CARE made attempts to contact you for an interview but was unsuccessful. 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. The type of behavior exhibited by [REDACTED] is consistent with the behavioral challenges that are described in his Individualized Education Plan (IEP). In [REDACTED]'s IEP it explains that he "demonstrates challenging behavior across the school day such as off-task behaviors, inappropriate social behaviors, and unsafe aggression behaviors related to his ASD (Autism Spectrum Disorder) diagnosis". It is unclear if [REDACTED] understands the meaning and impact of the word he used about his teacher as [REDACTED]. This matter is considered closed at this time.

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, 11th Floor; Attn: CIO or via email at 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 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