



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL

October 30, 2019

[REDACTED]

RE: Letter of Response for Grievance #3321 filed on August 20, 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.
 - a. On August 20, 2019, DCPS CARE was informed about a May 15, 2019 report of sexual abuse involving a non-DCPS Employee and you while you were a student at [REDACTED]. These allegations fall under Title IX of the Education Amendments Act of 1972 ("Title IX") which prohibits discrimination on the basis of sex.

Investigative Procedure

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

1. Affidavit from the Superior Court of the District of Columbia

DCPS CARE attempted to reach out to you for an interview but was unsuccessful.

General Findings of Fact

The following findings of fact resulted from the investigation:

1. On May 11, 2019, your father reported that an unknown adult male was observed on a surveillance camera entering the home for an extended period of time while you were also inside of the residence.

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2. You admitted to your father that you engaged in sexual activity with Sodexo, Inc. employee, [REDACTED]. Sodexo, Inc. is a food service provider for D.C. Public Schools.
 3. You described that on May 11, 2019, you and [REDACTED] got undressed, you were kissed while on the couch, started to have sexual intercourse for approximately 15 minutes, and finished by [REDACTED] with each other.
 4. You also explained during the course of your correspondence with [REDACTED], numerous sexually explicit photographs were sent and received.
 5. Your cellular phone was forensically examined with your consent and the communications between you and [REDACTED] were discovered beginning in September of 2018.
 6. On May 15, 2019, [REDACTED] text messages to your phone show him speaking of engaging in [REDACTED] and describing the previous sex acts with you.

Discussion/Conclusion

5-B DCMR 2405.2 (e) is substantiated. As a result of this review, we have found that it is more likely than not that Sodexo, Inc. employee, [REDACTED] had an inappropriate, sexual relationship with you while you were an underaged student at [REDACTED]. Therefore, this does constitute a violation of Title IX and against the DCPS Sexual Misconduct Policy which prohibits sexual harassment.

DCPS has taken/will take the following actions below to address this incident:

1. Non-DCPS Employee, [REDACTED] is no longer permitted to be on DC Public School property.
2. DCPS will provide 15 hours of individual counseling

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@dc.gov or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal
Instructional Superintendent