



BY EMAIL AND FIRST-CLASS MAIL

June 23, 2020

[REDACTED]

RE: Letter of Response for Grievance #3357 filed on September 17, 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. On [REDACTED] reported that Student A called him the [REDACTED] word during recess at [REDACTED]

Investigative Procedure

The investigation included interviews with the following individuals:

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

DCPS CARE unsuccessfully attempted to contact the parent of Student A for an interview about the allegations raised in this grievance.

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. Student Behavior Tracker

General Findings of Fact

The following findings of fact resulted from the investigation:

1. While playing basketball on the playground at [REDACTED] Student A, an African American male, used the [REDACTED] word when addressing [REDACTED]

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2. According to [REDACTED] while playing basketball, [REDACTED] attempted to give Student A guidance on how to make a jump shot. In response, Student A got upset and called him an [REDACTED] word.
 3. In a conversation with the Social Worker, [REDACTED] who spoke with both students following the incident, she explained that she did not believe that Student A used the term in an intentionally discriminatory manner.

Discussion/Conclusion

1. 5-B DCMR 2405.2(e) is not substantiated. Based on the information gathered during this investigation, DCPS CARE has found that Student A's use of the [REDACTED] word was not used in a discriminatory manner. Both Student A and [REDACTED] are African-American students. DCPS CARE found no evidence of the word being used to discriminate against [REDACTED]. While DCPS does not condone the use of this language, this incident is not a violation of Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color, and national origin.

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.

S

[REDACTED]

[REDACTED]

Cc: Principal
Instructional Superintendent