



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL AND FIRST-CLASS MAIL

March 23, 2020



RE: Letter of Response for Written Grievance #3366 filed on September 20, 2019

Dear [REDACTED]

In accordance with Subtitle 5-B, Section 2405.2(c) of the District of Columbia Municipal Regulations, D.C. Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced written grievance.

Grievance Issues

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

1. 5-B – 2405.2(c) Where it is alleged that any student or group of students is being subjected to an arbitrary or unreasonable regulation, procedure or standard of conduct

It is alleged on August 27, 2019 that Principal [REDACTED] told Student [REDACTED]. It is alleged on September 9, 2019, Principal [REDACTED] came to Student [REDACTED] classroom to verbally reprimand him and proceeded to grab Student [REDACTED] arm and push him against a wall. It is alleged on September 10, 2019 Principal [REDACTED] approached you aggressively to ask if you wanted to meet, then became irate and began yelling when you declined to speak with him. It is alleged that on September 12, 2019 Principal [REDACTED] antagonized Student [REDACTED] by repeatedly telling him to go to a staff member's office while he was waiting to receive a book, it is alleged that Principal [REDACTED] stated [REDACTED].

Conclusion

DCPS has taken the following action as a result of these allegations:

1. A referral was sent to Labor Management Employee Relations (LMER) on September 20, 2019, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

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2. Effective September 19, 2019, Assistant Principal, [REDACTED] began serving as the point of contact for Student [REDACTED]

DCPS will review all available information related to this incident to determine whether employee misconduct has occurred. Although DCPS appreciates your need to know the results of its review, we are unable to share the results of personnel investigations, including any employee disciplinary action that may have been taken, because this information is contained in confidential employee records.

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@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-King, Director CARE

Cc: Instructional Superintendent