



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA E-MAIL AND FIRST-CLASS MAIL

September 11, 2020



RE: Letter of Response for Written Grievance #3485 filed on November 7, 2019

Dear [REDACTED],

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations and Chapter 4, Subtitle 5-E, Section 405 of the District of Columbia Municipal Regulations of the District of Columbia Municipal Regulations, D.C. Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its review of the above referenced written 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 2405.3(c)** where it is alleged that any individual is a victim of bullying or harassment, including sexual harassment.
 - a. On November 7, 2019 it was alleged that Student E tried to kiss and touch [REDACTED], Student A, Student B, and Student C while at [REDACTED]. These allegations fall under Federal Title IX Law of the Education Amendment Act of 1972 ("Title IX"). Title IX prohibits discrimination on the basis of sex which includes sexual harassment and sexual violence.

Review Procedure

The review included interviews with the following individuals:

1. Parent of Student C
2. Parent of Student E
3. Student A
4. Student B
5. Student C
6. Student, [REDACTED]
7. Student E

The review also 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. Student Behavior Tracker
2. Email from Principal, [REDACTED]

General Findings of Fact

The following findings of fact resulted from the review:

1. In an interview with DCPS CARE, Student A reported that Student E smacked their buttocks while coming out of the bathroom. Additionally, Student A reported to being kissed on the ear by Student E and that Student E continued to hit Student A on the buttocks despite being told to stop.
2. Student B reported that while on the stairs, Student E kissed Student B on the cheek. Student A corroborated this account, saying that they observed Student E kiss Student B on the cheek.
3. Student C reported that they have never been kissed by Student E but that Student B has personally told Student C that they have been kissed by Student E.
4. [REDACTED] reported that Student E has “tried to kiss me sometimes” and that they are uncomfortable around Student E.
5. Student E denied the allegation stating that they have never tried to kiss anyone. Additionally, Student E stated that Student B has tried to kiss them.

Discussion/Conclusion

As a result of this review, DCPS has found the following:

1. DCPS finds that **5-B DCMR Subtitle 2405.3(c)** is substantiated. Based on the information gathered during the investigation, three students independently reported to the DCPS Care Team that Student E either touched, attempted to touch or has attempted to kiss them when they were in the hallways at [REDACTED]. This conduct is sufficiently severe to constitute sexual harassment under Federal Title IX Law of the Education Amendment of 1972 (“Title IX”).

In order to respond to your concerns and ensure that your student is supported, DCPS has taken or will take the following action:

1. The Social Work Team at [REDACTED] provided “Good Touch, Bad Touch” presentation to all [REDACTED]-grade classes on the following dates: October 3, 2019, October 4, 2019, February 4, 2020, and February 5, 2020.

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.

Sincerely,



Anitra Allen, Director CARE

cc: Principal
Instructional Superintendent