



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

Via E-mail and Regular Mail

January 3, 2020

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

RE: Letter of Response for Written Grievance #3520 filed on November 25, 2019

Dear [REDACTED]:

In accordance with Subtitle 5-B, Section 2405 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 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. It is alleged that while Student [REDACTED] went to the bathroom during a field trip at [REDACTED], a man went into the bathroom and said inappropriate things, tried to look at [REDACTED] and lift his shirt. These allegations fall under Federal Title IX Law of the Education Amendment of 1972 ("Title IX"). Title IX prohibits discrimination on the basis of sex which includes sexual harassment and sexual violence.

**Review Procedure**

The investigation included interviews with the following individuals:

1. [REDACTED], [REDACTED] Principal

DCPS attempted to contact you to discuss the allegations discussed herein. DCPS was unable to contact you.

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: n/a

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## **Findings of Fact**

The following findings of fact resulted from this investigation:

1. On November 22, 2019, select [REDACTED] students attended a field trip to [REDACTED] in [REDACTED].
2. Student [REDACTED] and Student A went to the restroom accompanied by [REDACTED] Teacher [REDACTED].
3. [REDACTED] Teacher [REDACTED] waited on the outside of the restroom, at the door while Student [REDACTED] and Student A were inside the restroom.
4. A non-DCPS affiliated adult in the restroom made inappropriate comments and actions towards Student [REDACTED].

## **Discussion/Conclusion**

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

1. DCPS withholds issuing a finding on **5-B DCMR 2405.2 (e)**. Considering the location of this incident and that the respondent is not affiliated with DCPS, DCPS CARE has limited information regarding this incident. DCPS contacted the Montgomery County Police Department for investigation. As such, DCPS withholds issuing a finding on **5-B DCMR 2405.2 (e)**. Additionally, DCPS CARE notes that [REDACTED] staff followed appropriate protocol by escorting the students to the restroom and waiting at the door.

However, in order to support your student, [REDACTED] is required to or has taken the following action:

1. The school Social Worker and/or school Guidance Counselor will provide Student [REDACTED] three hours of counseling by December 20, 2019.
2. [REDACTED] contacted the Montgomery County Police Department on November 22, 2019 to report the incident.
3. [REDACTED] staff submitted a referral to Child and Family Services Agency on November 22, 2019.
4. [REDACTED] will reinforce field-trip bathroom safety protocol for all students by December 20, 2019.

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, 11<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@dc.gov](mailto: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](mailto:dcps.care@dc.gov) or 202.442.5405.

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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