



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA REGULAR MAIL

April 30, 2020



RE: Letter of Response for Written Grievance #3542 filed on December 11, 2019

Dear [REDACTED]:

In accordance with Chapter 24 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 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 2405.2 (e):** Where a student is a victim of bullying or harassment, including sexual harassment. It is alleged that Student A has been grabbing Student [REDACTED] by the neck, making violent threats towards her and putting her in a choke hold. 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 review included interviews with the following individuals:

1. Parent C, Parent of Student C
2. Student C
3. [REDACTED], Parent of Student [REDACTED]
4. Student [REDACTED]
5. [REDACTED], [REDACTED] Bilingual Counselor

DCPS attempted to interview Student A to discuss these allegations. However, DCPS was unable to obtain consent to speak with Student A.

The review 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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## General Findings of Fact

The following findings of fact resulted from the investigation:

1. Student A has grabbed Student [REDACTED] and Student C by the neck and has made threatening comments.

## Conclusion

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

1. DCPS CARE finds that **5-B DCMR 2405.2 (e)** is substantiated. Student [REDACTED] and Student C both reported the same experience of being grabbed and threatened by Student A on an ongoing basis. On occasion, Student A stated that if he had a knife, he would cut the students' throats. Student [REDACTED] reported witnessing Student A behave violently towards Student C. Student C reported witnessing Student A behave violently towards Student [REDACTED]. Additionally, Student [REDACTED] reported that Student A [REDACTED] as well. As such, DCPS concludes that the conduct of Student A is sufficiently severe, persistent and pervasive to constitute sexual harassment, specifically the creation of a hostile environment for Students [REDACTED] and Student C. Additionally, the conduct of Student A constitutes sexual assault as Student A touched Student [REDACTED] in a sexual manner without her consent and by force. As such **5-B DCMR 2405.2 (e)** is substantiated. There is sufficient evidence to support Student [REDACTED] was discriminated against on the basis of sex.

In order to respond to the facts contained herein, [REDACTED]/DCPS is required to take the following action:

1. Student A will be transferred from [REDACTED] by the start of the 2020-2021 school year.
2. [REDACTED] will create a safety plan for Student [REDACTED] by May 15, 2020.
3. [REDACTED] Social Worker/Counselor will provide Student [REDACTED] 4 hours of counseling by September 30, 2020.
4. [REDACTED] contacted Metropolitan Police Department on December 4, 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, 10<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@k12.dc.gov](mailto: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](mailto:dcps.care@k12.dc.gov) or [202.442.5405](tel:202.442.5405).

Sincerely,



Anitra Allen-King, Director CARE

cc: Principal  
Instructional Superintendent