



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA ELECTRONIC MAIL

April 15, 2020

[REDACTED]

RE: Letter of Response for Grievance #3615 filed on January 15, 2020

RE: Letter of Response for Grievance #3742 filed on March 24, 2020

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(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.

The following has been alleged:

- a. During the [REDACTED] Academic Year, you created a hostile learning environment for students by being verbally abusive to students, belittling them, and yelling at them without due cause.
- b. During the [REDACTED] Academic Year, you questioned at least two students about their religious beliefs.
- c. On or around [REDACTED], you presented a chart to your classes outlining the differences between [REDACTED] and [REDACTED] families, which made multiple students feel offended and/or uncomfortable.

You were provided notice of these allegations on [REDACTED].

Conclusion

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

1. A referral was sent to Labor Management and Employee Relations (LMER) on [REDACTED], for the review and investigation of these allegations. Any findings and any disciplinary actions taken will

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remain confidential and have not been shared with the grievant due to employee privacy guidelines.

LMER will review all available information related to this incident to determine whether employee misconduct has occurred.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anitra Allen', with a long horizontal flourish extending to the right.

Anitra Allen Director CARE

Cc: Principal  
Instructional Superintendent