



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

March 6, 2020



RE: Letter of Response for Grievance #3644 filed on, or about, January 27, 2020

Dear [REDACTED]

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations (DCMR), the DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above-referenced grievance.

Grievance Issues

Based on a review of the information provided, the 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.
 - a. It is alleged that during the [REDACTED] academic year that Student A has bullied [REDACTED]. Alleged behaviors include incidents of taunting, verbal, psychological, and physical intimidation.

Investigative Procedure

The investigation included interviews with the following individuals¹:

1. [REDACTED] student
2. [REDACTED] parent
3. [REDACTED] parent
4. [REDACTED] designated aide
5. Student A
6. [REDACTED] Student A's guardian
7. [REDACTED] Student A's guardian²
8. Student B

¹ The CARE team received consent from each student's guardian prior to each student being interviewed.

² As listed in the DCPS Aspen database.

- 9. Student C
- 10. Student D
- 11. [REDACTED] Teacher
- 12. [REDACTED] Teacher
- 13. [REDACTED] Principal
- 14. [REDACTED] School Social Worker

The investigation also included review of the following which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

- 1. Video footage of alleged incidents on [REDACTED] and [REDACTED] provided by the DCPS Central Office School Security team.
- 2. Safety plan for [REDACTED] provided by the principal at [REDACTED]
- 3. Aspen DCPS database to verify student attendance.

General Findings of Fact

The following findings of fact resulted from the investigation:

- 1. On [REDACTED] Student A elbowed [REDACTED] while in the hallway at [REDACTED]. This was corroborated by video footage provided by the DCPS Central Office School Security team and reviewed by the DCPS CARE team.
- 2. On [REDACTED] Student A acknowledges yelling at [REDACTED] during an incident but stated the yell was in response to [REDACTED] poking them. There is no video footage that captures [REDACTED] poking Student A.
- 3. As a result of the [REDACTED] incident, [REDACTED] missed school on [REDACTED].
- 4. After winter break, there was an incident that occurred in the cafeteria at [REDACTED] when Student A kicked [REDACTED]. This was corroborated by Student A's admission that the kick occurred and by Student C who witnessed the incident.
- 5. Student B and Student D stated they witnessed Student A hit [REDACTED] during an incident on the playground, prior to the winter break. Student B stated they witnessed Student A and [REDACTED] hitting each other. [REDACTED] stated she did push Student A, after Student A pushed her first.
- 6. Student A, Student B, and Student D stated they have witnessed [REDACTED] state on multiple occasions a quote along the lines of [REDACTED] when referencing Student A and in close enough proximity for Student A to hear these comments.
- 7. Student B stated that both [REDACTED] and Student A try to get other classmates to go against the other.
- 8. Student D stated they witnessed an incident where Student A elbowed [REDACTED] in class while [REDACTED] was putting a computer away. Additionally, Student D stated they witnessed an incident where Student A shoved [REDACTED] down to the ground while lining up to go to recess.
- 9. [REDACTED] stated that she quit the [REDACTED] and [REDACTED] as a result of Student A's behaviors. [REDACTED] principal corroborated that [REDACTED] quit the [REDACTED] and [REDACTED] however, remained in the [REDACTED].

Discussion/Conclusion

1. **5-B DCMR 2405.2(e)** is substantiated as a violation of the bullying policy. Student A's behaviors show many instances of unwanted contact, especially physical contact, toward [REDACTED]. There have been other student witnesses to some of the physical incidents that have been alleged. Additionally, [REDACTED] has quit more than one extracurricular activity and has experienced some absences from school as a result of Student A's behaviors. It is the finding of the CARE team that Student A's behaviors are "severe, pervasive, or persistent" enough to constitute a violation of the bullying policy.


DCPS has taken the following actions below to address this incident:

1. On [REDACTED] administration separated [REDACTED] and Student A into different homeroom classes.
2. By [REDACTED] CARE will submit documentation to the DCPS placement team for consideration of school location change for Student A.
3. By [REDACTED] and Student A will be offered counseling support through [REDACTED]. [REDACTED] The student's guardian must consent to this support before implementation.
4. By [REDACTED] Student A will be moved from French class to Spanish class to facilitate a complete separation from structured classroom spaces—including specials and study halls—during the regular day.
5. By [REDACTED] safety plan (implemented on [REDACTED]) will be reviewed and updated, if needed, by you, [REDACTED] and [REDACTED] administration.
6. By [REDACTED] class will participate in a bullying education session facilitated by the DCPS Central Office's Social Emotional Learning and School Culture team.

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@dc.gov or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal
Instructional Superintendent