



BY EMAIL AND FIRST-CLASS MAIL

July 2, 2020

[REDACTED]

RE: Letter of Response for Grievance #3705 filed on February 26, 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 [REDACTED] has been bullied by an [REDACTED] student during the [REDACTED] academic year.

Investigative Procedure

The investigation included interviews with the following individuals:

1. [REDACTED] Student [REDACTED] Mother
2. [REDACTED] ol Student
3. [REDACTED] Assistant Principal at [REDACTED]
4. [REDACTED] Teacher at [REDACTED]
5. [REDACTED] Teacher at [REDACTED]

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:

1. Screenshot of [REDACTED] text message, submitted by Mother of [REDACTED]
2. Emails from [REDACTED] teachers stating their observations of [REDACTED]

General Findings of Fact

The following findings of fact resulted from the investigation:

1. [REDACTED] mother reported the grievance after having a conversation with the school regarding [REDACTED] absences in school. [REDACTED] stated that he was not attending classes because he was being bullied by other students.
2. As of [REDACTED], [REDACTED] had approximately 76 absences for the academic year.
3. [REDACTED] and his mother participated in an interview with CARE team staff on [REDACTED] at the Central Office.
4. Student [REDACTED] alleged the bullying behaviors began in [REDACTED]
5. Student [REDACTED] alleged that other students threatened to strip him naked and jump him.
6. Student [REDACTED] alleged that other students stated they would jump him because they think [REDACTED] bullies his own mother.
7. Student [REDACTED] did not wish to share the names of other students he alleged are bullying him.
8. [REDACTED] also stated he deleted the threatening messages from the other students.
9. [REDACTED] mother shared a screenshot of a text from [REDACTED] that referenced suicidal ideation. The text was from [REDACTED]
10. Assistant Principal [REDACTED] stated there was no information from the school's end to suggest that [REDACTED] is being bullied by other students.
11. Assistant Principal [REDACTED] indicated that [REDACTED] has received failing grades as a result of not attending classes and not submitting work during distance learning.
12. Interviews with Teachers [REDACTED] indicated that they did not know students who may have attempted to bully [REDACTED]. Both teachers described [REDACTED] as a seemingly happy kid when they observed him at school.
13. CARE received emails from five teachers [REDACTED] describing their observations of and interactions with [REDACTED] for the year.
14. Teacher [REDACTED] stated they did not meet in class because [REDACTED] never showed up for World History class.
15. Teacher [REDACTED] stated they began work at [REDACTED] and never met [REDACTED]
16. Teacher [REDACTED] stated [REDACTED] had inconsistent attendance in class during the fall semester; however, when they observed [REDACTED] he seemed to be laughing and hanging out with friends.
17. Teacher [REDACTED] stated they never noticed [REDACTED] being bullied but would sometimes have to redirect [REDACTED] back to class when he would roam the halls or hang out in the gym.
18. Teacher [REDACTED] stated they never taught [REDACTED] or interacted with him more than speaking in the hallway.

Discussion/Conclusion

5-B DCMR 2405.2(e) is unable to be substantiated as a violation of the bullying policy. Student [REDACTED] did not wish to share the names of students who he alleged are bullying him. Interviews and emails from [REDACTED] teachers do not indicate any knowledge of bullying from or conflicts with other students. Additionally, [REDACTED] [REDACTED] has not been able to gather any additional information to suggest that other students are bullying [REDACTED]. Given the information available, and that [REDACTED] did not wish to share the names of other students, this grievance does not rise to the level of "severe, pervasive, or persistent" to find a violation of the bullying policy.

Although there is no finding of a policy violation, DCPS has taken the following actions below to address this incident:

-
1. Within the first week of the [REDACTED] academic year, [REDACTED] will develop a safety plan for [REDACTED]. This plan must be developed with the input of [REDACTED] and his mother.
 2. Within the first week of the [REDACTED] academic year, [REDACTED] will obtain consent from [REDACTED] mother to provide counseling hours to [REDACTED].
 3. Within the first week of the [REDACTED] academic year, [REDACTED] will develop an attendance plan for [REDACTED].

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