



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

June 23, 2020

[REDACTED]

RE: Letter of Response for Grievance #3735 filed on March 16, 2020

Dear [REDACTED]

In accordance with Chapter 4 Subtitle 5-E, Section 405 of the District of Columbia Municipal Regulations and Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity 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. **4 DCMR 5-E, Section 405.3 (b):** Where it is alleged that any individual is being subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.
  - a. You allege [REDACTED] Teacher [REDACTED] refused to meet with you.
  - b. You allege you have been denied permission to walk your student [REDACTED] to their classroom.
2. **4 DCMR 5-E, Section 405.3 (c):** Where an individual is a victim of bullying or harassment. You allege Security Officer [REDACTED] has harassed you by staring at you and yelling that you could not go downstairs.
3. **24 DCMR 5-B, Section 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. You allege that on December 15, 2019, [REDACTED] teacher [REDACTED] yanked Student [REDACTED] arm, squeezed it, and forced Student [REDACTED] to sit down by pushing her in a chair.

**Review Procedure**

The review included interviews with the following individuals:

1. [REDACTED], Parent of [REDACTED] Grievant
2. [REDACTED] Principal

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

1. On March 19, 2020, you reported to DCPS CARE that you have met with Teacher [REDACTED] and the Assistant Principal and met with Teacher [REDACTED] and Principal [REDACTED] on another occasion.
2. According to Principal [REDACTED], there have been several meetings with you, Teacher [REDACTED] and Principal [REDACTED] beginning in September 2019.
3. Principal [REDACTED] reported to DCPS CARE that parents have the option of dropping students off in the classroom or in the cafeteria.
4. Principal [REDACTED] requested that you drop off your students in the cafeteria due to conflict between you and Teacher [REDACTED] in which it was reported that you used profanity and attempted to block the entrance to a classroom.

## Discussion/Conclusion

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

1. Regarding 4 DCMR 5-E, Section 405.3(b) DCPS finds the following:
  - a. As it relates to Teacher [REDACTED] refusing to meet with you, DCPS is unable to substantiate 4 DCMR 5-E, Section 405.3(b). Teacher [REDACTED] requested that an administrator be present for your meetings due to previous incidents. You and Principal [REDACTED] reported that meetings were held between you, Teacher [REDACTED], and Principal [REDACTED]. Another meeting was held between you, Teacher [REDACTED] and the Assistant Principal.
  - b. As it relates to Parent [REDACTED] being denied permission to walk Student [REDACTED] to their classroom, DCPS is unable to substantiate 4 DCMR 5-E, Section 405.3(b). Parents have the option of dropping students off in the classroom or in the cafeteria. According to Principal [REDACTED] it was requested that you drop off your students in the cafeteria rather than in their classroom because of an incident where it was reported that you used profanity and attempted to block the entrance to a classroom.
2. Regarding 4 DCMR 5-E, Section 405.3 (c), DCPS withholds issuing a finding; employee misconduct investigation outcomes are confidential.
3. Regarding 24 DCMR 5-B, Section 2405.2(c); DCPS withholds issuing a finding; employee misconduct investigation outcomes are confidential.

However, in order to support your student and ensure your concerns are addressed, DCPS has taken or will take the following actions:

1. Regarding the 4 DCMR 5-E, Section 405.3(c) allegation against Security Officer [REDACTED], a referral was sent to DCPS School Security Services on June 17, 2020 for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.
2. Regarding the 24 DCMR 5-B, Section 2405.2(c) allegation against Teacher [REDACTED], a referral was sent to Labor Management and Employee Relations (LMER) on April 21, 2020 for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

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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,

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