



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA E-MAIL

June 25, 2020

[REDACTED]

RE: Letter of Response for Written Grievance #3758 filed on May 1, 2020

Dear [REDACTED]:

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations and Chapter 4, 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 Subtitle 2405.1 (d) & (e)** where it is alleged that there has been a violation of Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color and national origin; and the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color.
  - a. It is alleged that while logged into Student A's computer to remotely help him with distance learning, you saw a subfolder on his computer with [REDACTED] on it.
  - b. Further, you alleged that you have witnessed systemic racism, microaggressions and macroaggressions at [REDACTED]. For example, you provided feedback on a student's assignment that was written about their family's vacation. The parent reported this to Principal [REDACTED]. You allege that Principal [REDACTED] subsequently questioned you as if you didn't understand family vacations because you are [REDACTED]. You further allege that Principal [REDACTED] is not supportive about concerns regarding racial incidents, for example, the ongoing use of racial slurs by students.

**Review Procedure**

The review included interviews with the following individuals:

1. [REDACTED], DCPS Cluster V Instructional Superintendent
2. [REDACTED], Teacher at [REDACTED], Grievant
3. [REDACTED], Principal at [REDACTED]
4. Parent A, Father of Student A

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5. Parent B, Mother of Student A
  6. Student A, Student at [REDACTED]

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

1. SBT (Student Behavior Tracker) - DCPS' Behavior Monitoring Database
2. Photograph taken of the folder on Student A's desktop

### **General Findings of Fact**

1. Teacher [REDACTED] reports that while accessing Student A's computer during a distance learning session, they came across a folder named [REDACTED]. After they clicked on the folder there was a subfolder inside named [REDACTED].
2. Teacher [REDACTED] reports that when they questioned Student A about who created the folder, Student A stated their father created it.
3. Parent A, Father of Student A reported that they are not sure how Microsoft Teams work. Parent A was not sure how the folder was created.
4. Parent A, Father of Student A reported that Student A has said the word [REDACTED] before in a casual manner, but Parent A is not sure Student A understands the meaning of the word.
5. Student A, reports that they do not remember making the folder and has "no clue how to make a new folder or file."
6. Student A, reports that they have said [REDACTED] when they are playing the video game and their character dies.

### **Discussion/Conclusion**

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

- a. DCPS is unable to substantiate **5-B DCMR 2405.1 (d) & (e)**. While use of [REDACTED] is inappropriate, DCPS CARE is unable to conclusively state who is responsible for creating the folder found on Student A's computer. Because DCPS CARE is unable to determine who is responsible for making the folder, DCPS CARE is unable to determine the intent behind the creation of the folder. Specifically, we are unable to determine if the use of [REDACTED] was intended to discriminate on the basis of race, color, or national origin.

DCPS has also taken the following action as a result of other allegations that were reported during this investigation:

1. A referral was sent to Labor Management Employee Relations (LMER) on [REDACTED], for the review and investigation of the allegations in subsection B of the grievance issues. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

DCPS and [REDACTED] has taken or will take the following actions to address this incident:

1. On or around [REDACTED], Student A was removed from the Microsoft Teams platform and has been submitting their assignments via regular email to [REDACTED] Principal [REDACTED]

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2. On or around [REDACTED] you were provided EAP (Employee Assistance Program) Resources for ongoing emotional supports.
  3. Within 4 weeks of students' return to [REDACTED], 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade students will receive Cultural/Racial Sensitivity training.
  4. Within 3 weeks of students' return to [REDACTED], [REDACTED] staff will receive Title VI Training.

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.

Sincerely,



Anitra Allen, Director CARE

cc: Instructional Superintendent  
LMER