



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

June 4, 2020



RE: Letter of Response for Grievance #3765 filed on February 12, 2020

Dear [REDACTED],

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations and Chapter 4, Subtitle 5-E, Section 405 of the District of Columbia Municipal Regulations, 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 written grievance raised the following issues under the jurisdiction of this office:

1. **5-B DCMR 2405.1 (d) & 2405.1 (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 was alleged that during the [REDACTED] school year, Student A called [REDACTED] [REDACTED] while in class at [REDACTED].

Investigative Procedure

The investigation included interviews with the following individuals:

1. Student, [REDACTED]
2. Student A

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: n/a

General Findings of Fact

The following findings of fact resulted from the investigation:

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1. During the [REDACTED] school year, [REDACTED] and Student A were enrolled in Teacher, [REDACTED]'s Social Studies course.
 2. On an unknown date during SY [REDACTED], [REDACTED] states that the class was working on an assignment using classroom computers. [REDACTED] was sitting next to Student A.
 3. At some point, according to [REDACTED], Student A called her [REDACTED] a term defined in Merriam-Webster as [REDACTED].
 4. [REDACTED] stated that there was no back-and-forth between her and Student A. [REDACTED] explained that she was called this [REDACTED].
 5. [REDACTED] reported that there were no witnesses to the incident and it was not reported when the incident occurred.
 6. In an interview with Student A, he denied the allegations and stated that he has never used that terminology to refer to [REDACTED].

Discussion/Conclusion

1. DCPS finds that violations of **5-B DCMR 2405.1 (d) & 2405.1 (e)** are unable to be substantiated. Based on the information gathered during this investigation, there is not enough information to prove beyond the preponderance of the evidence that Student A discriminated against [REDACTED] by calling her [REDACTED] during the [REDACTED] school year.

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

1. Before the start of school year [REDACTED], the entire [REDACTED] administration, teachers, and staff will participate in a Title VI training conducted by the DCPS CARE 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@k12.dc.gov or 202.442.5405.

Sincerely,



Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent