



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

October 22, 2020

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

RE: Letter of Response for Grievance #3808 filed on September 1, 2020

Dear [REDACTED],

In accordance with Chapter 24 Subtitle 5-B, Section 2405 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 2405.2(e)** Where a student is a victim of bullying or harassment, including sexual harassment.
 - a. It was reported that students at [REDACTED] engaged in calling [REDACTED] and suggested [REDACTED] should be in jail while communicating in a group chat during class instruction.
 - b. It was reported that during instruction, Student C posted two memes on Instagram referring to [REDACTED] as [REDACTED].

Investigative Procedure

The investigation included interviews with the following individuals:

1. Parent, [REDACTED]
2. Student B
3. Student C

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:

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1. Group chat text messages
 2. Social Media Screenshots

General Findings of Fact

The following findings of fact resulted from the investigation:

1. In a group chat with multiple students during class, a student stated [REDACTED]. Another student posted, [REDACTED]. Student B wrote, [REDACTED]. During an interview with Student B, the student admitted that these messages were about [REDACTED].
2. The messages in this group chat was discovered by a parent and submitted to [REDACTED] staff out of concern. [REDACTED] was not in the group chat and was unaware of the messages.
3. During an instructional block during virtual learning, Student C made an Instagram post which stated, [REDACTED]. Later, Student C made an additional post which stated, [REDACTED].
4. In an interview, Student C admitted that the posts were in reference to [REDACTED] and was done in response to alleged incidents between [REDACTED] and a friend.
5. [REDACTED] did become aware of Student C's Instagram posts.

Discussion/Conclusion

1. In regard to the matter of [REDACTED] students making remarks about [REDACTED] in a group chat, **5-B DCMR 2405.2(e)** is not substantiated. While DCPS does not condone the content of these messages and finds that they are not an appropriate use of class time, the comments were made in a group chat without [REDACTED]'s knowledge and was [REDACTED] staff only became aware of the message as a result of a concerned parent.
2. In regard to Student C's social media posts, **5-B DCMR 2405.2(e)** is substantiated. While in class with [REDACTED], Student C made two posts referring to [REDACTED] as [REDACTED]. These allegations are not based on the outcome of any legal or disciplinary proceeding. As these posts were made during instruction time by a classmate and other students saw the content, this behavior likely had a severe impact on [REDACTED] whom also became aware of what Student C posted.

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

1. As a result of this incident, Student C received a Chapter 25 violation.


2. Following these incidents, a revised copy of the cell phone policy, which prohibits non-educational use of cellular phones during classroom instruction, were sent to students and parents.

3. By [REDACTED], [REDACTED] Administration will appoint a staff member to speak to students about Cyber Harassment and acceptable conduct during virtual learning.

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