



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

December 8, 2020

[REDACTED]  
[REDACTED]

RE: Letter of Response for Grievance #3828 filed on October 30, 2020

Dear [REDACTED]:

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, 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 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 [REDACTED] Teacher [REDACTED] has made unprofessional and inappropriate comments toward Student [REDACTED]. in front of peers, has made false statements regarding Student [REDACTED] abilities and has targeted and harassed Student [REDACTED]. Additionally, you raise concerns that Teacher [REDACTED] failed to properly accommodate Student [REDACTED] Individualized Education Plan (IEP).

**Conclusion**

DCPS has taken the following action as a result of these allegations:

1. A referral was sent to Labor Management and Employee Relations (LMER) on November 4, 2020 for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.
2. As it relates to the implementation of Student [REDACTED] IEP, DCPS CARE withholds issuing a finding. DCPS CARE does not have jurisdiction to issue official findings related to IEP implementation. On November 10, 2020, DCPS CARE made a referral to the DCPS Monitoring and School Support team for review of this matter.
3. Student [REDACTED] schedule was changed on October 30, 2020 per your request.

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DCPS will review all available information related to this incident to determine whether employee misconduct has occurred. Although DCPS appreciates your need to know the results of its review, we are unable to share the results of personnel investigations, including any employee disciplinary action that may have been taken, because this information is contained in confidential employee records.

For more information regarding your student's IEP and the Individuals with Disabilities Education Amendment Act (IDEA), you may also contact DCPS Monitoring and School Support Team at [dcps.spedconcerns@k12.dc.gov](mailto:dcps.spedconcerns@k12.dc.gov). Additionally, you can file a written complaint with the Office of the State Superintendent of Education by contacting [hearing.office@dc.gov](mailto:hearing.office@dc.gov) or call (202) 698-3819. You may also file a state complaint with the Office of the State Superintendent of Education State Complaint Office by contacting [osse.IDEAstatecomplaints@dc.gov](mailto:osse.IDEAstatecomplaints@dc.gov) or (202) 727-6436.

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, 11th Floor; Attn: CIO or via email at [dcps.cio@dc.gov](mailto:dcps.cio@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@dc.gov](mailto:dcps.care@dc.gov) or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

Cc: Principal  
Instructional Superintendent