



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

April 19, 2021

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

RE: Letter of Response for Written Grievance #3870 filed on March 23, 2021

Dear [REDACTED],

In accordance with 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 investigation of the above referenced written grievance.

Grievance Issues

Based on review of the information provided, the written grievance raised the following issue 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. Student [REDACTED] reported to Teacher [REDACTED] that [REDACTED] Aide [REDACTED] made them feel upset and scared. Student [REDACTED] also reported that they did not like Aide [REDACTED] in the restroom with them and did not like how Aide [REDACTED] talked to them. It was further reported that Aide [REDACTED] brought a teddy bear with X's & O's into the restroom for Student [REDACTED]

Conclusion

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

1. [REDACTED] will create a safety plan for Student [REDACTED] to ensure that no further interactions occur between Aide [REDACTED], and Student [REDACTED]
2. A referral was sent to Labor Management and Employee Relations (LMER) on March 31, 2021, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

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 this 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.

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 Chief Integrity Officer (CIO) 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,

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