



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

November 22, 2021

██████████  
████████████████████

RE: Letter of Response for Written Grievance #4053 filed on October 21, 2021

Dear ██████████:

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 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. On ██████████, it was reported that ██████████ School ██████ Dean of Students, ██████ has made Student ██████ feel uncomfortable.
  - a. It is reported that on ██████████, ██████, Dean of Students poked Student ██████ on the stomach, touched Student ██████'s hair, and tried to hug Student ██████
  - b. It was further reported that on ██████████, ██████, Dean of Students put both of their arms around Student ██████ and made the comment ██████████ ██████████ and when Student ██████ tried to walk away ██████, Dean of Students pulled Student ██████ by the shoulder and jacket.

These allegations fall under Federal Title IX Law of the Education Amendment of 1972 ("Title IX"). Title IX prohibits discrimination on the basis of sex which includes sexual harassment and sexual assault.

**Conclusion**

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

1. A referral was sent to Labor Management Employee Relations (LMER) on ██████████ ██████████, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

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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.

Upon receipt of this grievance, DCPS and [REDACTED] will take the following interim measures pending the outcome of the investigation:

1. On [REDACTED], [REDACTED], Clinical Social Worker at [REDACTED] was identified as a safety resource for Student [REDACTED] when Student [REDACTED] feels uncomfortable.

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, 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,

[REDACTED]

[REDACTED], Director

CARE Cc:

Principal  
Instructional  
Superintendent LMER