



BY EMAIL AND FIRST-CLASS MAIL

February 23, 2022

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RE: Letter of Response for Grievance #4129 filed on November 10, 2021

Dear ██████████

In accordance with Title 5 Education, Subtitle 5-B, Chapter 24, Subsection 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 on ██████████ Student B sent a threatening text message to Student ██████████ in response to an incident that occurred at ██████████.

Investigative Procedure

The investigation included interviews with the following individuals:

1. Student ██████████
2. Parent, ██████████
3. Parent of Student B
4. Principal ██████████

DCPS CARE unsuccessfully attempted to interview Student B about the allegations raised in this grievance.

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:

1. Text Messages between Student B and Student ██████████

Pertinent Regulatory, Policy, and Procedural Considerations

As it relates to a student being subjected to bullying by another student

1. According to the November 2013 DCPS District Wide Bullying Prevention Policy Act, bullying by students is prohibited.

“Bullying,” means any severe, pervasive, or persistent act or conduct, whether physical, electronic, or verbal that shall reasonably predicted to:

1. Place a student in reasonable fear of physical harm to his or her person or property.
2. Cause a substantial detrimental effect on the student’s physical or mental health.

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3. Substantially interfere with the student's academic performance or attendance.
 4. Substantially interfere with the student's ability to participate in or benefit from school activities or services; or
 5. Materially and substantially disrupts the education process or the orderly operation of a school.

All references to bullying in this policy shall also be understood to include cyber bullying. Cyber Bullying – bullying through the use of technology or electronic devices such as telephones, cell phones, computers, and the Internet. It includes, but is not limited to, email, instant messaging, text messages, and Internet postings.

General Findings of Fact

The following findings of fact resulted from the investigation:

1. Student [REDACTED] explained that on [REDACTED] they were playing tag with Student B while at recess. On this day, Student B was wearing a headscarf.
2. Student [REDACTED] states that while Student B was attempting to put on their jacket, Student [REDACTED] attempted to prevent Student B from putting on the jacket which caused Student B's headscarf to come off Student B's head. Student [REDACTED] stated that they did not intend to remove the headscarf.
3. In a conversation with the parent of Student B, they characterized Student [REDACTED] actions as being intentional in the removal of the headscarf.
4. Student [REDACTED] states that Student B started yelling and told Student [REDACTED]
5. As a result of this incident, Student [REDACTED] and Student B met with a school social worker for a mediation on [REDACTED]
6. On [REDACTED] Student [REDACTED] received a text message from Student B that included the following statement, [REDACTED]

Discussion/Conclusion

5-B DCMR § 2405.2(e) is substantiated. Based on the information gathered during this investigation, DCPS has found that Student B's behavior towards Student [REDACTED] demonstrates conduct consistent with the DCPS definition of bullying. Student B's language was threatening, harmful, and is conduct that is sufficiently severe. Student B's conduct placed Student [REDACTED] in reasonable fear and had a negative impact on the student's ability to learn in their educational environment.

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

1. An Individual Safety Plan was developed and approved on [REDACTED] for Student [REDACTED] which includes the following measures:
 - a. Student [REDACTED] is allowed to exit class to go to main office at any time if they need support.
 - b. Student [REDACTED] identified Principal [REDACTED] as their safe person.
 - c. Appropriate staff notified to monitor interactions between Student [REDACTED] and Student B.
 - d. Daily check-ins with Teacher [REDACTED] and Principa [REDACTED]
2. As of [REDACTED], School Psychologist [REDACTED] has led two separate conversations with [REDACTED] classrooms about topics related to this incident such as appropriate behaviors, bullying, etc.
3. By [REDACTED] administration will document this incident in the Student Behavior Tracker and assign a Chapter 25 disciplinary infraction for Student B.

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 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 202-4425405.

Sincerely,
Anitra Allen, Director CARE



Cc: Principal
Instructional Superintendent