



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

**VIA EMAIL**

November 23, 2022

██████████

████████████████████

RE: Letter of Response for Written Grievance #4145 filed on November 12, 2021

Dear ██████████

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations (DCMR), 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 (e):** Where a student is a victim of bullying or harassment, including sexual harassment. It is alleged that Student ██████ repeatedly taunted Student B about what Student ██████ perceived was Student B's sexual orientation. These allegations fall under DC Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of sex (including sexual harassment).

**Review Procedure**

The review included interviews with the following individuals:

1. Parent of Student B
2. Student B

DCPS CARE unsuccessfully attempted to obtain consent to speak with Student ██████ regarding the allegations of this grievance.

The review 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. [REDACTED] Behavior Log

### **Pertinent Regulatory, Policy, and Procedural Considerations**

1. According to The District of Columbia Human Rights Law of 1977, Title 2, Chapter 14 of the D.C. Official Code (DC Human Rights Act), § 2-1402.41. It is an unlawful discriminatory practice... for an educational institution...to deny, restrict, or to abridge or condition the use of, or access to, any of its facilities, services, programs, or benefits of any program or activity to any person otherwise qualified, wholly or partially, for a discriminatory reason, based upon... sex.”
2. According to the DCPS Anti-Discrimination Policy and the Notice of Non-Discrimination, DCPS does not discriminate or tolerate discrimination against...students on the basis of... sex.

### **General Findings of Fact**

The following findings of fact resulted from the review:

1. Students [REDACTED] and B were both [REDACTED] students at [REDACTED] at the time of these allegations.
2. It is alleged that on [REDACTED] at [REDACTED] Student [REDACTED] repeatedly taunted Student B about what Student [REDACTED] perceived was Student B’s sexual orientation. Student [REDACTED] allegedly called Student B gay multiple times.
3. DCPS CARE interviewed Student B on [REDACTED]. Student B stated that they were called gay last school year and no longer felt comfortable expressing themselves for fear of being teased about their perceived sexuality. They stated that they discussed the incident with a school counselor and the situation improved.
4. DCPS CARE was not provided consent to interview Student [REDACTED] regarding the allegations of this grievance.

### **Discussion/Conclusion**

As a result of this review, DCPS has found the following:

DCPS is unable to substantiate **5-B DCMR 2405.2 (e)**. It is alleged that Student [REDACTED] repeatedly taunted Student B about what Student [REDACTED] perceived was Student B’s sexual orientation. DCPS CARE was not provided consent to interview Student [REDACTED] regarding the allegations of this grievance. As a result of the lack of evidence, the CARE Team is unable to substantiate **5-B DCMR 2405.2 (e)**.

In order to address these concerns, [REDACTED] has taken the following actions:

1. By [REDACTED], a social worker will conduct a check-in with both students. Additional support will be provided as needed.

As the respondent, 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, 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](tel:202.442.5405).

Sincerely,

A handwritten signature in black ink, appearing to read 'Anitra', with a long horizontal flourish extending to the right.

Anitra Allen-King, Director CARE

cc: Principal  
Instructional Superintendent