



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

April 27, 2022

[REDACTED]
[REDACTED]

RE: Letter of Response for Written Grievance #4146 filed on November 17, 2021

Dear [REDACTED]:

In accordance with Subtitle 5-E, Section 405 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-E DCMR 405.3 (b):** Where it is alleged that any individual is being subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.
 - a. You allege during homecoming at [REDACTED], Assistant Principal at [REDACTED] yelled at you and told you to put your mask on. When you attempted to explain why you did not have the mask on [REDACTED] said, [REDACTED]
 - b. You allege that you contacted [REDACTED] Principal at [REDACTED] about the incident but nothing was ever done about it.
 - c. You allege [REDACTED], Principal at [REDACTED] did not attend your scheduled meeting and stopped responding to email correspondence.

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 November 17, 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 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.

If you are not satisfied with this 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", written over a light blue horizontal line.

Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent
LMER