



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

November 23, 2022

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

RE: Letter of Response for Written Grievance #4201 filed on December 8, 2021

Dear [REDACTED]:

In accordance with Title 5 Education, Subtitle 5-B, Chapter 24, Subsection 2405 of the District of Columbia Municipal Regulations (DCMR), the DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its review of the above-referenced matter.

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 Subtitle 2405.1 (d) & (e) where it is alleged that there has been a violation of Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color and national origin, and the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color. It is alleged that Student C used the racial slurs, [REDACTED] and [REDACTED], in referring to Student [REDACTED] and Student B at [REDACTED] [REDACTED] on [REDACTED].

Review Procedure

The review included interviews with the following individuals:

1. Principal [REDACTED], [REDACTED]
2. [REDACTED], Parent of Student [REDACTED]
3. Student [REDACTED]
4. Student B
5. Parent of student C

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

The review also included a review of the following documents which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

1. Incident Report, [REDACTED]

General Findings of Fact

The following findings of fact resulted from the review:

1. Student [REDACTED], Student B and Student C were all 4th grade students at [REDACTED] at the time of these allegations.
2. Student [REDACTED], Student B and Student C are all [REDACTED] students according to DCPS records.
3. It is alleged that Student C used the racial slurs, [REDACTED] and [REDACTED], in referring to Student [REDACTED] and Student B.
4. DCPS CARE interviewed Student [REDACTED] on [REDACTED]. Student [REDACTED] stated that they, Student B and Student C, were playing on [REDACTED] playground. When Student [REDACTED] and Student B approached Student C to ask a question about a 4th student, Student C called Students [REDACTED] and B [REDACTED], [REDACTED] and other terms in Spanish that Student [REDACTED] could not recall at the time of the interview. Student [REDACTED] said that they and Student B then walked away from Student C.
5. DCPS CARE interviewed Student B on [REDACTED], in the presence of their parent. Student B stated that Student C called Student B and Student [REDACTED] [REDACTED] and [REDACTED] on the playground at [REDACTED]. Student B informed that a 4th student translated what Student C had said.
6. DCPS CARE was not provided consent to interview Student C.

Discussion/Conclusion

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

1. DCPS CARE is unable to substantiate **5-B DCMR Subtitle 2405.1 (d) & (e)**. It is alleged that Student C used racial slurs in referring to Student [REDACTED] and Student B at [REDACTED] on [REDACTED]. Student [REDACTED] and Student B recounted matching events in their interviews with DCPS CARE. DCPS CARE did not receive consent to interview Student C regarding the allegations of this grievance. According to DCPS records, all three students are [REDACTED], and the CARE Team is unable to show that Student [REDACTED] and Student B were discriminated against on the basis of race, color or national origin. Based on this information, the CARE Team is unable to substantiate **5-B DCMR Subtitle 2405.1 (d) & (e)**.

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

1. While DCPS CARE is unable to substantiate a violation of the D.C. Human Rights Act based on a preponderance of the evidence, school-based staff determined that disciplinary action was appropriate to address this matter. As a result, an appropriate Chapter 25 disciplinary infraction was administered by school-based staff at the time of these allegations.
2. On [REDACTED], a restorative circle was held with the three students and supportive measures, including mediation, were put in place.
3. By [REDACTED], a school social worker will check in with all three students. Additional support will be provided as needed.

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 Office of Integrity 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](tel:202.442.5405).

Sincerely,



Anitra Allen-King, Director CARE

cc: Principal
Instructional Superintendent