



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL

March 16, 2022

[REDACTED]  
[REDACTED]

RE: Letter of Response #4237

Dear [REDACTED]:

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

According to the DCPS Student Behavior Tracker (SBT), Student [REDACTED] called a teacher [REDACTED] on [REDACTED]. This matter was reviewed by the CARE Team because it potentially violates the D.C. Human Rights Act of 1977, which prohibits discrimination on the basis of race. The CARE Team preliminary review included reviewing entries in SBT, which detailed the incident and action taken to address the incident. According to SBT, during a verbal altercation, Student [REDACTED] called a teacher the derogatory term referenced above. Disciplinary action was taken against Student [REDACTED] in accordance with Title 5 Education, Subtitle 5-B, Chapter 25 of DCMR. Based on the information obtained, there is insufficient information to conclude Student [REDACTED] specifically intended to degrade the teacher in a racially discriminatory manner. Based on information obtained, Student [REDACTED]' name-calling of the teacher was one component of overall disruptive conduct that took place on [REDACTED]. While DCPS does not condone the language used by Student [REDACTED], this conduct is not sufficiently severe to constitute a violation of the D.C. Human Rights Act of 1977. This claim does not warrant any further action or a full investigation and is considered closed at this time.

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,

A large black rectangular redaction box covering the signature area.A small black rectangular redaction box covering the name of the sender.

Director CARE