



BY EMAIL

April 27, 2022

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

RE: Letter of Response for Case #4261 received on January 6, 2022

Dear [REDACTED],

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 review of the above-referenced matter.

#### Issues

The following issue was reported in the District of Columbia Public Schools Incident Reporting Tool and requires further review because it falls under the jurisdiction of this office:

**5-B DCMR 2405.2(c):** Where any student or group of students is being subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.

1. It is alleged that on January 6, 2022, Student [REDACTED] saw Substitute Teacher [REDACTED] penis out of their pants while Substitute Teacher [REDACTED] was at their desk in the classroom.

#### Conclusion

[REDACTED] and DCPS have taken the following actions as a result of these allegations:

1. A referral was sent to Labor Management and Employee Relations (LMER) on January 18, 2022, 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.

[REDACTED] implemented the following measures pending the outcome of the LMER investigation:

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1. On January 6, 2022, [REDACTED] notified the Metropolitan Police Department (MPD) and Child and Family Services Agency (CFSA) of the incident.
  2. Substitute Teacher [REDACTED] will no longer teach at [REDACTED]
  3. Beginning April 25, 2022, Student [REDACTED] will receive weekly check-ins from a member of the [REDACTED] mental health team.

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](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,  
Anitra Allen, Director CARE



Cc: Principal  
Instructional Superintendent