



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL

[REDACTED]
[REDACTED]

August 2, 2022

RE: Letter of Response for Case #4267 received on December 16, 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 incident raised the following issues under the jurisdiction of this office:

5-B DCMR Subtitle 2405.1 (e) where it is alleged that there has been a violation of the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color, sexual orientation, gender identity or expression.

- a. It was reported Student [REDACTED] had a verbal altercation with Student A and called them [REDACTED].

Review Procedure

The review included interviews with the following individuals:

1. On [REDACTED], DCPS CARE interviewed Student A.
2. On [REDACTED], DCPS CARE interviewed Student [REDACTED].

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

1. [REDACTED], incident report obtained from the DCPS Student Behavior Tracker.

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... personal appearance, sexual orientation, gender identity or expression."

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... personal appearance, sexual orientation, gender identity or expression.

General Findings of Fact

The following findings of fact resulted from the review:

1. Student A and Student [REDACTED] were in the same [REDACTED] class at [REDACTED] during the [REDACTED] school year.
2. On [REDACTED] Student A reported to DCPS CARE that Student [REDACTED] called them [REDACTED] while working on a project.
3. On [REDACTED], Student [REDACTED] reported to DCPS CARE that they did not call Student A [REDACTED]. Student [REDACTED] states that another classmate called Student [REDACTED] but they couldn't remember who it was. Student [REDACTED] states they called that other student [REDACTED] in response.

Discussion/Conclusion

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

1. DCPS finds that 5-B DCMR 2405.1 (e) is unable to be substantiated. On [REDACTED] Student A reported to DCPS CARE that Student [REDACTED] called them [REDACTED] while working on a project. On [REDACTED], Student [REDACTED] reported to DCPS CARE that they did not call Student A [REDACTED]. Student [REDACTED] states that another classmate called them [REDACTED], but they couldn't remember who it was. Student [REDACTED] states they called that other student [REDACTED] in response. Due to conflicting reports and insufficient evidence, there is insufficient information to show that Student A is being discriminated against on the basis of personal appearance, sexual orientation, gender identity or expression.

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 202-4425405.

Sincerely,

Anitra Allen, Director CARE



Cc: Principal

Instructional Superintendent