

BY EMAIL

January 20, 2022

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

RE: Letter of Response for Grievance #4284 filed on January 13, 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 grievance.

Grievance Issues

Based on a review of the information provided, the grievance raised the following issues under the jurisdiction of this office:

1. **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.
 - a. You raise concerns regarding Aide [REDACTED]. being permitted to continue working at [REDACTED] after an incident involving Aide [REDACTED] and Student [REDACTED] on November 15, 2021.

General Findings

1. On November 16, 2021, [REDACTED] Principal [REDACTED] notified the Metropolitan Police Department (MPD) and Child and Family Services Agency (CFSA) of the incident in question. MPD and CFSA conducted their investigations in November 2021.
2. The DCPS Labor Management and Employee Relations (LMER) team was notified of the incident in November 2021. LMER conducted an investigation of these allegations against Aide [REDACTED]. You declined to allow [REDACTED] to participate in the investigation. The findings of the LMER investigation and any disciplinary actions remain confidential due to employee privacy guidelines.

Conclusion and Discussion

DCPS reviewed all available information related to this incident to determine whether employee misconduct occurred. Although DCPS appreciates your desire 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 confidential personnel information.

DCPS implemented the following measures:

1. On January 13, 2022, DCPS CARE Specialist [REDACTED] offered you supportive measures which you declined.
2. Measures have been implemented to minimize the possibility of interactions between Aide [REDACTED] and Student [REDACTED]

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. 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,



Anitra Allen
Director CARE