



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

August 26, 2022

██████████  
██

RE: Letter of Response for Written Grievance #4332 filed on February 2, 2022

Dear ██████████:

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

**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 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, sex and national origin.
  - a. It is alleged that Student ██████ walked around the classroom and asked all of the ██████ students and staff in the classroom to read Student ██████'s water bottle which read ████████████████████ on a sticker. Student ██████ did not ask the ██████████ students to read the sticker. These allegations fall under the District of Columbia Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race, color and national origin. These allegations also fall under Title VI of the Civil Rights Act of 1964, a federal law which prohibits discrimination on the basis of race, color and national origin.

The investigation included interviewing the Parent of Student ██████ and an email from ██████, Early Childhood Aide at ████████████████████, from ████████████████████. Student ██████ was in kindergarten at the time of the incident. On ████████████████████, you alleged that Student ██████ wanted to take the ████████████████████ stickers to school and that Student ██████ did not take the stickers to school to target the ██████ students. Due to Student ██████'s age at the time of the incident, DCPS CARE finds that it is unlikely that Student ██████ fully appreciated their conduct and the implications of their behavior. As a result, DCPS has determined that this claim does not warrant further investigation and is closing this matter at this time.

Although this matter is closed DCPS and ██████████ have taken or will take the following actions:

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1. Before [REDACTED], the 1<sup>st</sup> grade class at [REDACTED] will participate in an age-appropriate presentation on equity and inclusion.

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