



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

December 22, 2022

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

RE: Letter of Response for Grievance #4335 reported on September 2, 2022

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 preliminary review of the information provided, the incident raised the following issues under the jurisdiction of this office:

1. **5-B DCMR 2405.2 (e)**: Where a student is a victim of bullying or harassment, including sexual harassment. It was reported that Student [REDACTED] harassed Student A at [REDACTED] [REDACTED] regarding sexual orientation/identity during the [REDACTED] school year. These allegations fall under DC Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of sex (including sexual harassment).
2. **5-B DCMR Subtitle 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 and national origin, and the D.C. Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color. It was reported that Student [REDACTED] called Student A [REDACTED] while at [REDACTED].

Preliminary Review

The DCPS CARE Team spoke with the following individuals as part of its preliminary review of this matter:

1. Parent of Student A
2. Principal [REDACTED]
3. [REDACTED] Dean of Students [REDACTED]
4. [REDACTED] Principal [REDACTED]

The CARE Team also reviewed the following document:

1. Incident report dated [REDACTED]
2. Screenshots of comments posted on an online platform

On [REDACTED], [REDACTED] Principal [REDACTED] reported to DCPS CARE that it appeared that a Student from [REDACTED] created a fake profile under Student A's name without Student A's knowledge and began to post racist and homophobic statements on an online platform. These statements included, [REDACTED] [REDACTED] and [REDACTED]. [REDACTED] Principal [REDACTED] told DPCS CARE on [REDACTED], that she thought Student [REDACTED] was responsible for creating the account and posting the racist and homophobic comments. Student B, Student C, and Student D were allegedly witnesses to these posts. ASPEN indicates that Student [REDACTED]'s race/ethnic background is [REDACTED]. Parents of Student A Student B, Student C, Student D, and Student [REDACTED] did not consent to DCPS CARE interviewing their students.

Without speaking with Student A, Student B, Student C, Student D, or Student [REDACTED], DCPS CARE cannot engage in a meaningful investigation of this matter to determine facts that could support a finding that Student [REDACTED] or any of the others allegedly involved violated DCPS policy. As such, DCPS CARE will not further investigate this particular incident and is closing it at this time.

To address this incident, [REDACTED] and [REDACTED] took the following action:

1. Addressed with Moderator and Parents of [REDACTED] [REDACTED] Students rules for engagement on the platform
2. Facilitated a restorative circle for those involved in the incident

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 202-442-5405.

Sincerely,

A handwritten signature in black ink, appearing to read "Anitra Allen", with a long horizontal flourish extending to the right.

Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent