



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

March 11, 2022

[REDACTED]

RE: Letter of Response for Written Grievance #4351 filed on February 08, 2022

Dear [REDACTED]

In accordance with Title 5 Education, Subtitle 5-B, Chapter 24, Subsection 2405 of the District of Columbia Municipal Regulations, 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 2405.2(e)**: Where a student is a victim of bullying or harassment, including sexual harassment.
 - a. On February 08, 2022, Student [REDACTED] alleged that [REDACTED] Teacher at [REDACTED] made them feel uncomfortable. Specifically, Student [REDACTED] alleged Teacher [REDACTED] had the class bounce up and down in their chairs and pretend to remove laundry from a washing machine.
 - b. Student [REDACTED] alleged they witnessed Teacher [REDACTED] rub students' backs in an inappropriate manner.
 - c. Student [REDACTED] alleged they witnessed Teacher [REDACTED] look between the legs of students when they wore skirts.

These allegations fall under Federal Title IX Law of the Education Amendment of 1972 ("Title IX"). Title IX prohibits discrimination on the basis of sex which includes sexual harassment and sexual violence, and the District of Columbia Human Rights Law, Title 2, Chapter 14 of the D.C. Official Code, which prohibits discrimination on the basis of sex, and personal appearance.

Conclusion

DCPS CARE has taken the following action as a result of these allegations:

- a. A referral was sent to Labor Management Employee Relations (LMER) on February 08, 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.

Excel Academy will take the following measures pending the outcome of this investigation:

1. By March 22, 2022, [REDACTED] Social Worker at [REDACTED] will create a safety plan for Student [REDACTED]
2. By March 22, 2022, [REDACTED] Social Worker at [REDACTED] will identify a staff member who Student [REDACTED] can speak to if they feel unsafe.
3. By March 22, 2022, [REDACTED] Social Worker at [REDACTED] will conduct a classroom check when Student [REDACTED] is in Teacher [REDACTED] class for instruction.

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

Cc: Principal
Instructional Superintendent
LMER