Notice of Non-Discrimination

In accordance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008 and the D.C. Human Rights Act of 1977, as well as all subsequent amendments of these acts, District of Columbia Public Schools (DCPS) does not discriminate in its education programs or activities (including employment therein or admission thereto) on the basis of actual or perceived race, color, disability, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family status, family responsibilities, matriculation, political affiliation, genetic information, source of income, credit information, or status as a victim or family member of a victim of domestic violence, sexual offense or stalking. Sexual harassment is a form of sex discrimination, which is prohibited by Title IX of the Education Amendments of 1972. In addition, harassment based on any of the protected categories listed above is prohibited.

Discrimination in violation of the aforementioned laws will not be tolerated. Violators will be subject to disciplinary action. Inquiries and/or complaints regarding the non-discrimination policies of DCPS can be addressed using the guidance outlined below.

Title IX of the Education Amendments of 1972 and its implementing regulations require DCPS to implement specific and continuous steps to protect students and others against discrimination on the basis of sex, including sexual harassment. Students, parents/guardians, school visitors, and members of the general public with inquiries and/or complaints regarding potential sex-based discrimination should contact:

Ahsaki Anokye, Title IX Coordinator
The Comprehensive Alternative Resolution & Equity (CARE) Team
District of Columbia Public Schools
1200 First St NE, 9th Floor
Washington, DC 20002
Phone: (202) 442-5404
E-mail: dcps.care@k12.dc.gov

OR

Assistant Secretary for Civil Rights
U.S. Department of Education
400 Maryland Ave, SW
Washington, DC 20202-1100
Phone: 1-800-421-3481
E-mail: OCR@ed.gov

OR

DC Office of Human Rights
441 4th St NW, Suite 570N
Washington, D.C. 20001
Phone: (202) 727-4559
(TDD: 1-877-521-2172)
E-mail: OHR@dc.gov

Students, parents/guardians, school visitors, and members of the general public with inquiries and/or complaints regarding potential violation of DCPS’ anti-discrimination policies besides those related to sex-based discrimination should contact:

The Comprehensive Alternative Resolution & Equity (CARE) Team
District of Columbia Public Schools
1200 First St NE, 9th Floor
Washington, DC 20002
Phone: (202) 442-5405
E-mail: dcps.care@k12.dc.gov

OR

Assistant Secretary for Civil Rights
U.S. Department of Education
400 Maryland Ave, SW
Washington, DC 20202-1100
Phone: 1-800-421-3481
(TDD: 1-877-521-2172)
E-mail: OCR@ed.gov

OR

DC Office of Human Rights
441 4th St NW, Suite 570N
Washington, D.C. 20001
Phone: (202) 727-4559
(TDD: 1-877-521-2172)
E-mail: OHR@dc.gov

DCPS staff with inquiries and/or complaints* regarding potential employment or staff-related violation of DCPS’ anti-discrimination policies should contact:

Equal Employment Opportunity Team
Office of Labor Management & Employee Relations (LMER)
District of Columbia Public Schools
1200 First St NE, 10th Floor
Washington, DC 20002
Phone: (202) 442-5424
E-mail: dcps.eeo-ada@k12.dc.gov

OR

U.S. Equal Employment Opportunity Commission (EEOC)
131 M St NE, 4th Floor, Suite 4NWO2F
Washington, DC 20507
Phone: 1-800-669-4000
E-mail: info@eeoc.gov
Website: www.eeoc.gov

DCPS will not tolerate retaliation against those who make a report of discrimination or who help in any investigation of alleged discrimination. Individuals must not be intimidated, threatened, coerced, discriminated against or otherwise retaliated against for making good faith and non-malicious intent to report potential violations of laws, regulations or policies. If it is found that retaliation has occurred, persons can be subject to the applicable disciplinary process, up to and including termination.

*DCPS staff who know or reasonably should know of potential discrimination in violation of any of DCPS’ anti-discrimination policies involving students or students/staff MUST contact the DCPS Title IX Coordinator, Ahsaki Anokye, by email at ahsaki.anokye@k12.dc.gov or by phone at 202-442-5404. DCPS staff who know or reasonably should know of potential discrimination on the basis of sex, including sexual harassment, involving only DCPS staff MUST contact LMER, Attn: Sexual Harassment Officer.