



## Speak Up! How To Report Incidents of Hate/Bias at DCPS



### Promote & Support Inclusive Communities. If you See Something, Say Something

DC Public Schools is committed to creating a discrimination-free and welcoming environment for all students. To meet this commitment, DCPS is focused on creating an environment where we eliminate opportunity gaps, interrupt institutional bias, and remove barriers to academic and social success. DCPS is committed to being a whole-child, antiracist, equity-centered school district.



#### No matter the intent, report the incident.

We encourage students, family, and members of the DCPS community to use this guide to learn more on how to report allegations of hate/bias, discrimination, or harassment, and how allegations are addressed by the district.



#### What is an incident of hate or bias?

- Bias is conduct, speech or expression motivated, in whole or in part, by bias, prejudice, or discrimination. Examples include racism, sexism, disability discrimination or any other form of alleged discrimination or bias, regardless of intent, such as national origin, language access, or religion.
- A hate crime refers to a crime — vandalism, physical assault, arson, etc. — motivated, in whole or in part, by bias, and the targeted individual or group



#### What Should I Report?

If you personally experience, encounter, or hear about an issue – please report, but not limited to, the following:

- Discrimination or bias
- Sexual misconduct (such as, dating violence, sexual assault, or sexual harassment)
- Bullying or safety concerns in the school community
- Unfair treatment (such as, a student’s school refuses to communicate with the caregiver in their preferred language, or if a school refuses to accept the handwritten note a caregiver wrote to excuse a student’s absence.)



#### Important Contacts

Central Equity Response Team: [equity.response@k12.dc.gov](mailto:equity.response@k12.dc.gov)

CARE Team: [dcps.care@k12.dc.gov](mailto:dcps.care@k12.dc.gov); (202) 442-5405

Office of Integrity: [dcps.cio@k12.dc.gov](mailto:dcps.cio@k12.dc.gov); (202) 939-4913

Language Access Unit: [language.access@k12.dc.gov](mailto:language.access@k12.dc.gov); (202) 868-6508

# Who Responds to Incidents of Alleged Hate or Bias

## CARE Team

The Comprehensive Alternative Resolution and Equity (CARE) Team provides a formal mechanism for families, students, and community members to report a grievance. CARE reviews instances where it is alleged that any student, or group of students was:

- Denied access to an adequate educational opportunity
- Denied rights
- Subjected to arbitrary or unreasonable conduct/procedures
- Denied participation in any school activity for which they are eligible
- Victims of bullying, harassment, or sexual harassment

When an allegation is received by the CARE team, it conducts a comprehensive review of each claim. First there is a written acknowledgement of the claim, then an investigation (including interviews and evidence collection), and finally a written outcome (called a Letter of Resolution).

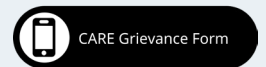
## How to contact the CARE Team?

Share your concern with ANY DCPS teacher, principal, school staff, or Central Office staff member. If you want to communicate directly with the CARE team, you can:

Email: [dcps.care@k12.dc.gov](mailto:dcps.care@k12.dc.gov)

Call: (202) 442-5405

Online: use the QR code to file a grievance with the CARE Team or <https://dcps.dc.gov/page/grievance-form>



**For issues that involve sexual harassment/violence, contact the DCPS Title IX Coordinator at 202.442.5405.**

## DCPS Office of Integrity

The Office of Integrity works with staff, students, parents, and the greater community to ensure the integrity and strong practices of DC Public Schools by addressing stakeholder concerns for mediation or resolution. DCPS is committed to serving every student with equity, excellence, transparency, and accountability.

DCPS welcomes parents, families, students, and staff to reach out to the Office of Integrity to ensure we are adhering to our practices and policies on topics such as:

- Academic supports
- Safety and security for students
- School and staff engagement
- Support and guidance on student matters
- School and systems improvement

## How to contact the Office of Integrity?

Email: [dcps.cio@k12.dc.gov](mailto:dcps.cio@k12.dc.gov)

Call: (202) 939-4913

Online: <https://dcps.dc.gov/page/office-integrity> or scan use the QR code to share a concern

