



# Advocates for Justice and Education, Inc.

## The Parent Training and Information Center for the District of Columbia

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3912 Georgia Avenue NW  
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**Children with  
Special Needs,  
need Parents  
with Special  
Skills!**

July 29, 2025

Eboni Govan  
Attorney Advisor and FOIA Officer  
District of Columbia Public Schools  
1200 First Street, NE  
Washington, D.C., 20002

*Courtesy Copy sent via email. Also submitted via DC FOIA Portal*

Dear Ms. Govan,

As the federally designated parent training Information Center for the District of Columbia, Advocates for Justice and Education seeks to better understand how parent complaints regarding teacher misconduct are handled so that we can appropriately advise families who contact us for support. Through our work with families and our previous FOIA requests, we have learned that allegations of Staff misconduct are not fully investigated by the CARE team, and instead are referred to the Office of Labor Management and Employee Relations (LMER). This includes allegations of sexual misconduct, discrimination based on protected class, use of improper disciplinary practices, and other behavior that is harmful to students. children. We seek to better understand how LMERS does this important work. We have reviewed the WTU contract<sup>1</sup>, the policy regarding responses to grievances filed by members of the public<sup>2</sup>, and LMERS own page on the DCPS website<sup>3</sup>, and have been unable to answer the question parents ask us frequently, “what happens if I file a complaint with DCPS about a teacher?”

Therefore, pursuant to D.C. Code § 2-531, *et seq.* (1977), we submit the following FOIA request, asking that the District of Columbia Public Schools (DCPS) produce all:

- (1) Administrative staff manuals and instructions to staff that affect a member of the public regarding how DCPS' LMER reviews complaints, grievances, and other matters refer to it
- (2) Final agency opinions, including concurring and dissenting opinions, as well as orders, made in the adjudication of matters and cases;
  - a) Specifically, AJE is interested in those opinions regarding cases that were referred to LMER via the DCPS CARE Team and the Office of Integrity
- (3) Statements of policy and interpretations of policy, acts, and rules that have been adopted by LMER;
- (4) Correspondence and materials referred to therein, by and with DCPS, relating to any regulatory, supervisory, or enforcement responsibilities of DCPS, whereby DCPS

<sup>1</sup> Available at <https://dcps.dc.gov/page/dcps-labor-management-and-employee-relations>

<sup>2</sup> Available at

<https://dcps.dc.gov/sites/default/files/dc/sites/dcps/publication/attachments/Response-to-Grievances-Filed-by-Students-and-the-General-Public.pdf>

<sup>3</sup> Available here <https://dcps.dc.gov/page/dcps-labor-management-and-employee-relations>

determines, or states an opinion upon, or is asked to determine or state an opinion upon, the rights of the District, the public, or any private party;

- (5) To the extent that you regard them as outside the scope of D.C. Code § 2-536, we also request the following:
- (a) All staff manuals, guidebooks, guidelines, policies and handbooks currently in use related to how LMER functions;
  - (b) All referrals made by CARE Team to LMER regarding grievances filed by parents, students, or DCPS staff;
  - (c) All opinions, Hearing Officer Decisions and other determinations by LMER regarding bullying or harassment of DCPS staff toward students and the Title IX complaint resolution process;
  - (d) Records or letters reflecting the determination or resolution of all complaints or grievances filed with or referred to LMER since January 1, 2023;
  - (e) All documents reflecting the resolutions, conclusions and outcomes of investigations by LMER;
  - (f) All policies, guidelines, handbooks, manuals or other documents used to adjudicate, determine or resolve LMER complaints or grievances filed since January 1, 2023;
  - (g) All records that reflect or concern the number of complaints or grievances filed with LMER each calendar year beginning January 1, 2023, and the number of such complaints or grievances dismissed without decision, pending and decided at the end of each calendar year beginning December 31, 2022 to date.

We further ask that all documents now in effect and responsive to Requests 1-5 above be published on the DCPS website. D.C. Code § 2-536(b) requires DCPS to post these records on its website and make them available to the public without the need for a FOIA request. Our review of the DCPS website, however, reveals that DCPS has not, in fact, been complying with that statute. Hence, the need for this request.

We request a waiver of all fees associated with this request. The disclosure of the requested manuals, instructions, opinions, orders, statements of policy, rules, determinations, and guidelines is mandated by statute. Access to these documents is in the public interest because this information will contribute to the public understanding of the educational policies and procedures of DCPS. The requested documents directly impact the children and parents of the District of Columbia.

We, Advocates for Justice in Education, are a non-profit organization that provides training, workshops, and support to DC families to advocate for appropriate education for their children. We are seeking this information to support our organization's mission to provide direct services to families, children, youth, and particularly those who have disabilities, special health care needs, or are facing school exclusion. This request is not for commercial use.

Pursuant to D.C. Code § 2-532 (c)(1), *et seq*, your response to this request is due on or before 20 days after the receipt of this request.

If you have any questions about any aspect of this request, you can contact Nadiya Pope (nadiya.pope@aje-dc.org).

Sincerely,

/s/ Nadiya Pope

Nadiya Pope, Esq.  
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CC: Rochanda Hiligh-Thomas, Executive Director