

From: (b)(6);
To: OCR Boston
Subject: Experience Hate crime
Date: Friday, December 22, 2023 3:32:05 AM
Attachments: IEP Meeting Summary Form (b)(6); (b)(7)(A); (b)(7)(C).pdf
(b)(6); (b)(7)(A); (b)(7)(C) Checking In.pdf
(b)(6); (b)(7)(A); (b)(7)(C) MyChart - Letters of absent.pdf
MyChart (b)(6); (b)(7)(A); (b)(7)(C) pdf
MyChart (b)(6); (b)(7)(A); (b)(7)(C) Summary.pdf
Yahoo Mail - Update on (b)(6); (b)(7)(A); (b)(7)(C) pdf
(b)(6); (b)(7)(A); (b)(7)(C) final Progress Report (b)(6); (b)(7)(A); (b)(7)(C) (1).pdf
MyChart - Visit Details.pdf
individualized education program (b)(6); (b)(7)(A); (b)(7)(C) pdf
Yahoo Mail - Got call from the school about (b)(6); (b)(7)(A); (b)(7)(C) pdf
Yahoo Mail - Re Update on (b)(6); (b)(7)(A); (b)(7)(C) pdf
Yahoo Mail - school email.pdf
Yahoo Mail - Update on (b)(6); (b)(7)(A); (b)(7)(C) 2.pdf
IMG_5666.HEIC
IMG_5665.HEIC

You don't often get email from (b)(6); (b)(7)(A); (b)(7)(C) [Learn why this is important](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening,

My name is (b)(6); (b)(7)(A); (b)(7)(C) I live in (b)(6); (b)(7)(A); (b)(7)(C) for one reason , the best school systems . We are a Us citizens , my kids father (b)(6); (b)(7)(A); (b)(7)(C) I am the mother of (b)(6); (b)(7)(A); (b)(7)(C) and (b)(6); (b)(7)(A); (b)(7)(C) who are students at At (b)(6); (b)(7)(A); (b)(7)(C) School. Both of my kids are in special education and they receive IEP. (b)(6); (b)(7)(A); (b)(7)(C) who is (b)(6); (b)(7)(A); (b)(7)(C) and (b)(6); (b)(7)(A); (b)(7)(C) has been diagnosed with (b)(6); (b)(7)(A); (b)(7)(C) and (b)(6); (b)(7)(A); (b)(7)(C) After several weeks of receiving (b)(6); (b)(7)(A); (b)(7)(C) assistance at a (b)(6); (b)(7)(A); (b)(7)(C) due to (b)(6); (b)(7)(A); (b)(7)(C) on (b)(6); (b)(7)(A); (b)(7)(C) he (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) My other child, (b)(6); (b)(7)(A); (b)(7)(C) is currently enrolled in the (b)(6); (b)(7)(A); (b)(7)(C) grade and receiving special education services.

My kids experienced several instances of bullying at (b)(6); (b)(7)(A); (b)(7)(C) School towards the end of last year. A (b)(6); (b)(7)(A); (b)(7)(C) grade student named (b)(6); (b)(7)(A); (b)(7)(C) whose exact name spelling is uncertain, (b)(6); (b)(7)(A); (b)(7)(C) received (b)(6); (b)(7)(A); (b)(7)(C) from the school, which did not result in any (b)(6); (b)(7)(A); (b)(7)(C) This year, (b)(6); (b)(7)(A); (b)(7)(C) is continuously bullying and harassing my son. My kids father and I have been in communication with the school in order to address the ongoing issue of bullying against my son. We have expressed our deep worry for the safety of our child. Regrettably, the school has not taken our concerns seriously. This year, (b)(6); (b)(7)(A); (b)(7)(C) persists in aggressively harassing my son. The school failed to take

any measures to address the issue of bullying. Following the beginning of the international conflict between Israel and Palestine, (b)(6); (b)(7)(A); (b)(7)(C) and his companion, named (b)(6); (b)(7)(A); (b)(7)(C) were following my child (b)(6); (b)(7)(A); (b)(7)(C) and shouting insults at him, specifically targeting his (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) exhibited exuberant behavior, shouting "OHHHH," laughing, and bouncing, while (b)(6); (b)(7)(A); (b)(7)(C) directed insulting comments against my kid, referring to him as (b)(6); (b)(7)(A); (b)(7)(C) My little baby was (b)(6); (b)(7)(A); (b)(7)(C) It is very upsetting , and painful that my own child was (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) then (b)(6); (b)(7)(A); (b)(7)(C) ((b)(6); (b)(7)(A); (b)(7)(C)) by mocking his little brother on purpose , also attacking my (b)(6); (b)(7)(A); (b)(7)(C) by calling him (b)(6); (b)(7)(A); (b)(7)(C) he told him ' Your brother is a cry baby , and (b)(6); (b)(7)(A); (b)(7)(C) My son yelled at (b)(6); (b)(7)(A); (b)(7)(C) without (b)(6); (b)(7)(A); (b)(7)(C) Unfortunately , the principal contacted my son's father and expressed concerns about (b)(6); (b)(7)(A); (b)(7)(C) however they are neglecting my children's safety. My son told me ' mother I feel the school is (b)(6); (b)(7)(A); (b)(7)(C) My children and (b)(6); (b)(7)(A); (b)(7)(C) were given a (b)(6); (b)(7)(A); (b)(7)(C) by the school at that time, however (b)(6); (b)(7)(A); (b)(7)(C) didn't receive any (b)(6); (b)(7)(A); (b)(7)(C) Again left without any **School discipline!!**. This is when (b)(6); (b)(7)(A); (b)(7)(C) friend started mocking my son (b)(6); (b)(7)(A); (b)(7)(C) and making fun of him in front of the other students, continually harassing him for several days. On (b)(6); (b)(7)(A); (b)(7)(C) and (b)(6); (b)(7)(A); (b)(7)(C) were at same spot around (b)(6); (b)(7)(A); (b)(7)(C) when (b)(6); (b)(7)(A); (b)(7)(C) was mocking my son , my son innocently asked (b)(6); (b)(7)(A); (b)(7)(C) here when (b)(6); (b)(7)(A); (b)(7)(C) started

(b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); (b)(7)(C)

What did we do to deserve all that?. They are just kids, very innocent. I am deeply concerned about my kids safety and I don't believe the school is capable of providing my kids with a safe environment. I don't want to

(b)(6); (b)(7)(A); (b)(7)(C)

We all know after October the 7th the hate toward jewish and muslim kids has increased tremendously. I need your help , I need justice for my kids and my family. (b)(6); (b)(7)(A) who started everything , Both (b)(6); (b)(7)(A) and (b)(6); (b)(7)(A) cause a significant threat and require prompt intervention from the school to prevent severe irreversible damage.

Attached below are the documents

Appreciate the time and effort

(b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); (b)(7)(C)

pdf



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

9TH FLOOR, 5 POST OFFICE SQUARE
BOSTON, MA 02109-3921

REGION I

CONNECTICUT
MAINE
MASSACHUSETTS
NEW HAMPSHIRE
RHODE ISLAND
VERMONT

February 20, 2024

Bella Wong

By email: belwong@natickps.org

Re: Complaint No. 01-24-1146
Natick Public Schools

Dear Interim Superintendent Wong:

This letter is to notify you that the U.S. Department of Education, Office for Civil Rights (OCR) is opening for investigation the above-referenced complaint filed against Natick Public Schools (District). The Complainants allege that the District discriminated against their children (Students A and B) on the basis of national origin and/or race (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) by failing to respond appropriately to harassment of Students A and B by their peers during the (b)(6); (b)(7)(A); (b)(7)(C) and (b)(6); (b)(7)(A); (b)(7)(C) school years. The Complainants also allege the District discriminated against Student B on the basis of sex and/or disability during the (b)(6); (b)(7)(A); (b)(7)(C) school year by failing to respond appropriately to incidents in which Student B's peers called Student B (b)(6); (b)(7)(A); (b)(7)(C) and referred to Student B (b)(6); (b)(7)(A); (b)(7)(C)

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. Section 2000d *et seq.*, and its implementing regulation, at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance from the U.S. Department of Education. OCR also enforces Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. Section 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any program or activity receiving federal financial assistance from the U.S. Department of Education. Additionally, OCR enforces Section 504 of the Rehabilitation Act of 1973 (Section 504), 29 U.S.C. Section 794, and its implementing regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability in any program or activity receiving federal financial assistance from the U.S. Department of Education. OCR also enforces Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. Section 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination against qualified individuals with disabilities by public entities, including public education systems and institutions, regardless of whether they receive federal financial assistance from the U.S. Department of Education. Because the District receives federal financial assistance from the U.S. Department of Education, OCR has jurisdiction over it pursuant to Title VI, Title IX, Section 504, and Title II.

OCR is opening the following issues for investigation:

1. Whether the District failed to respond to alleged harassment of Students A and B on the basis of national origin (b)(6); (b)(7)(A); (b)(7)(C) in a manner consistent with the requirements of Title VI.
2. Whether the District failed to appropriately respond to alleged harassment of Student B in a manner consistent with the requirements of Title IX.
3. Whether the District failed to appropriately respond to alleged harassment of Student B in a manner consistent with the requirements of Section 504 and Title II.

Please note that opening the complaint for investigation in no way implies that OCR has made a determination on the merits of the complaint. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from the Complainants, the District, and other sources, as appropriate. OCR will ensure that its investigation is legally sufficient and fully responds to the allegation in accordance with the provisions of OCR's Case Processing Manual (available at <https://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.pdf>). Please also note that complainants may have the right to file a private suit in federal court whether or not OCR finds a violation. Information on OCR's complaint processing procedures, including mediation, is available at How the Office for Civil Rights Handles Complaints (available at <https://www2.ed.gov/about/offices/list/ocr/complaints-how.html>).

When appropriate, a complaint may be resolved before the conclusion of an investigation after the recipient expresses an interest to OCR to resolve the complaint. In such cases, OCR obtains a resolution agreement signed by the recipient. This agreement must be aligned with the complaint allegations or the information obtained during the investigation, and it must be consistent with applicable regulations.

Attached is a request for data necessary to investigate this complaint. OCR requests that the District submit this information within 15 calendar days of the date of this letter. We prefer that you submit information electronically, if feasible. If any item in our request is unclear, or if you experience any difficulty complying with this request, please contact us as provided below prior to the expiration of the 15-day period. Please be aware that OCR may need to make additional requests for information in the future. If OCR needs to conduct witness interviews and/or an on-site investigation, we will notify you in advance. Please ensure that any District employees review "Information for Persons Participating in OCR Investigations," available at <https://www2.ed.gov/about/offices/list/ocr/docs/witness-notice-mw.pdf>, prior to discussing this matter with OCR.

Please be advised that the District must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. If this happens, the individual may file a retaliation complaint with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, we will seek to protect personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released, to the extent provided by law.

If you have any questions, you may contact Civil Rights Attorney Catherine Morrissey-Bickerton (by email at catherine.morrissey@ed.gov or phone at 617-289-0011) and Senior Civil Rights Attorney Melissa Kirby (by email at melissa.kirby@ed.gov or phone at 617-289-0067).

Sincerely,

(b)(6); (b)(7)(A); (b)(7)(C)

Tokufumi Noda
Compliance Team Leader
OCR Boston Office

Data Request
OCR Complaint No. 01-24-1146
Natick Public Schools
Complainants: (b)(6); (b)(7)(A); (b)(7)(C)
School: (b)(6); (b)(7)(A); (b)(7)(C)
Student A: (b)(6); (b)(7)(A); (b)(7)(C)
Student B: (b)(6); (b)(7)(A); (b)(7)(C)

Please submit the following information to the attorneys assigned to this case, Catherine Morrissey-Bickerton (catherine.morrissey@ed.gov) and Melissa Kirby (melissa.kirby@ed.gov), within 15 calendar days of the date of this letter. We prefer that you submit information electronically, if feasible. If you are sending a large electronic file, please contact OCR for directions on how to upload the file to OCR’s secure file-sharing platform. Additionally, if any of the information is available online, you may provide the URL in lieu of hard copy documents. Please note that OCR is not requesting, and the District should not provide, any social security numbers in response to this data request. You can send the information via email to the addresses noted above, or to the mailing address on the enclosed letter, or fax it to (617) 289-0155. If any item in our request is unclear, or if you experience any difficulty complying with this request, please contact us prior to the expiration of the 15-day period. Please be aware that OCR may need to make additional requests for information in the future. If OCR needs to conduct an on-site investigation, we will notify you in advance.

Preservation of requested and relevant data and documents: OCR may request supplemental data and documents that are relevant to the allegations under investigation. To ensure that OCR can assess the recipient’s compliance with the statutory and regulatory obligations at issue in this investigation, please ensure that recipient employees preserve the data and documents requested below for the timeframe specified in these requests and going forward until OCR closes this case. Please also ensure that recipient employees preserve other data and documents that are relevant to the allegations under investigation until OCR closes this case. The regulation implementing Title VI, at 34 C.F.R. § 100.6(b) and (c), requires that a recipient of federal financial assistance make available to OCR information that may be pertinent to reach a compliance determination. This requirement is incorporated by reference in the Title IX regulations. Please ensure that District employees preserve other data and documents that are relevant to the allegations under investigation until OCR closes this case.

Unless otherwise noted, provide the following for the (b)(6); (b)(7)(A) and (b)(6); (b)(7)(A) school years:

1. The name, title, and contact information of the District’s:
 - a. Contact person for this complaint;
 - b. Person authorized to resolve this complaint;
 - c. Person responsible for responding to Title VI complaints; and
 - d. Title IX Coordinator.

2. A copy of the District’s policies and procedures and/or a description of the District’s practices and procedures for responding to complaints/reports of discrimination or

harassment on the basis of national origin, including shared ancestry, during the (b)(6); (b)(7)(A); and (b)(6); (b)(7)(A); school years.

3. A copy of the District’s policies and procedures for responding to complaints/reports of discrimination or harassment on the basis of sex during the (b)(6); (b)(7)(A); and (b)(6); (b)(7)(A); school years.
4. A copy of the District’s policies and procedures for responding to complaints/reports of discrimination or harassment on the basis of disability during the (b)(6); (b)(7)(A); and (b)(6); (b)(7)(A); school years.
5. For the (b)(6); (b)(7)(A); and (b)(6); school years, copies of all formal and informal reports/complaints, including records of oral reports/complaints, at the School concerning alleged discrimination or harassment based on national origin, including shared ancestry, and the District’s response to those reports/complaints, including correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes and notes generated for each complaint/report. This request includes, but is not limited to, all reports/complaints made by or on behalf of Students A and B. For each complaint/report, provide:
 - a. the name(s) and title(s) of the individual(s) to whom the complaint/report was made, and the date of the complaint/report;
 - b. a detailed description of the complaint processing procedures employed to resolve the complaint/report;
 - c. the name(s), title(s), and role(s) of the individual(s) involved in responding to the complaint/report on behalf of the District;
 - d. all actions the District took in response to the complaint/report;
 - e. the District’s final determination regarding the complaint/report;
 - f. any corrective action taken;
 - g. the length of the process; and
 - h. any notice of the findings provided to the parties.
6. For the (b)(6); and (b)(6); school years, copies of all formal and informal reports/complaints of sex-based harassment, including harassment based on (b)(6); (b)(7)(A); made by or on behalf of Student B, and the District’s response to those reports/complaints. For each report/complaint, provide:
 - a. copies of any complaint forms and/or a detailed written description of any written and/or oral complaint;
 - b. the name(s), title(s), and role(s) of the individual(s) involved in responding to the complaint/report on behalf of the District employees involved in any investigation;
 - c. a description and supporting documentation of any supportive measures provided to Student B;
 - d. interview notes;
 - e. witness statements;
 - f. documents, including emails, obtained during the course of any investigation;
 - g. internal and external correspondence;
 - h. notices regarding the initiation and outcome of any investigation; and

- i. a description and supporting documentation of any steps taken by the District to prevent the recurrence of any harassment and to correct its discriminatory effects on Student B and others, if appropriate.
7. Copy of Student B’s individualized education program (IEP), including in/formal minutes and notes from any team meetings.
8. For the (b)(6); and (b)(6); school years, copies of all formal and informal reports/complaints, including records of oral reports/complaints, at the School concerning alleged disability-based harassment and the District’s response to those reports/complaints, including (but not limited to) correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes and notes generated for each complaint/report. This request includes, but is not limited to, all reports/complaints made by or on behalf of Student B. For each complaint/report, provide:
 - a. copies of any complaint forms and/or a detailed written description of any written and/or oral complaint;
 - b. the name(s), title(s), and role(s) of the individual(s) involved in responding to the complaint/report on behalf of the District employees involved in any investigation;
 - c. interview notes;
 - d. witness statements;
 - e. documents, including emails, obtained during the course of any investigation;
 - f. internal and external correspondence;
 - g. notices regarding the initiation and outcome of any investigation; and
 - h. a description and supporting documentation of any steps taken by the District to prevent the recurrence of any harassment and to correct its discriminatory effects on the student and others, if appropriate.
9. Documentation of any efforts by the District to prevent or address discrimination based on national origin, including shared ancestry, sex and disability at the District. Include a detailed description of any training provided to District staff and students. For each such training, provide the date of the training, the location of the training, a description of the training, a description of the attendees, and copies of any materials presented and/or distributed during the training.
10. To the extent not otherwise provided in response to the above, any correspondence between the Complainants and District staff, and any internal correspondence among District staff, pertinent to the issues raised in this complaint. “Correspondence” includes letters, memoranda, emails, text messages, records/notes of telephone conversations, and records/notes of in-person meetings.
11. The names and titles of all persons who assisted in the preparation of these data responses.
12. You are invited, but not required, to provide a narrative response to the issues opened for investigation.

13. Any other information that the District believes will be helpful to OCR or relevant in this investigation.