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August 15, 2021

Dr. Carol A. Williamson  
Deputy State Superintendent  
Office for Teaching and Learning  
Maryland State Department of Education  
200 West Baltimore Street  
Baltimore, Maryland 21201

Re: Seeing of Discrimination

Dear Dr. Williamson:

I am writing to you in response to your letter dated March 12, 2021 (the Letter) addressed to me. On March 11, 2021, I explained to you in writing about the discrimination, retaliation and harassment by Ms. Marcella E. Franczkowski, Assistant State Superintendent, Division of Special Education/Early Intervention Services (Division), Maryland State Department of Education and her team (collectively, the “Team”). In response, you asserted in the Letter that you were not “seeing” discrimination. But, you did not indicate what kind of discrimination you were not seeing or whether you were keeping your eyes open. I understand that due to COVID-19, you were probably working from home and not seeing Ms. Franczkowski and team. But, I trust you have a mirror at home. I suggest you to look into it to see at least one individual involved in discrimination based on disability and national origin. I am not sure if you meant that all individuals who oppose discrimination based on disability and national origin are treated in the same manner by retaliating against them.

You also suggested that I “can” file a complaint with the U.S. Department of Education (the Department), “Office of Civil Rights”. I would like to bring to your attention that the Department does not have an office called “ Office of Civil Rights”, but the Department has an office called Office for Civil Rights (OCR). You have undermined the importance of Civil Rights by calling it “of” instead of “for”. I did not mention anything about OCR or did not include any OCR officials in my email. I wanted to keep things as informal as possible. That is the reason I sent you an email instead of a letter.

I would like to bring to your attention that compliance with Federal Civil Rights laws is the responsibility of recipients of federal grants and public entities, in this case the MSDE, and not OCR. Providing proper supervision to Ms. Franczkowski is your responsibility and not OCR's responsibility. While you mentioned that I “can” file complaint, you haven't even claimed that you “can” supervise Ms. Franczkowski. It is very important that she has a qualified supervisor to ensure Free Appropriate Public Education (FAPE) for all children with disabilities in Maryland.

I note that you did not deny that retaliation and harassment occurred. A Maryland official shared with me that you shared my complaint with Ms. Franczkowski without keeping the complaint regarding harassment confidential. I am not sure what kind of training the MSDE provides to you, but it clearly shows your failure in leadership.

You also mentioned in the Letter that your team were following standard complaint investigation procedures. I already understood that you were following complaint investigation procedures, but I was bringing those procedures to your attention. I understand that various people have various standards and all procedures may not be documented. I have been reviewing [Maryland's procedures](#) for the past several years.

Thank you in advance for your cooperation.

Sincerely,

A black rectangular box redacting the signature of Hameed Jamarussadiq.

Hameed Jamarussadiq

c: Shaheena Simons  
Rebecca Bond  
Laurie VanderPloeg  
Gregg Corr  
Christine Pilgrim  
Gbenimah Slopadoe  
Lawrence J. Hogan, Jr  
Boyd K. Rutherford  
Mohammed Choudhury  
Marcella E. Franczkowski

Dr. Carol A. Williamson  
August 15, 2021  
Page 3 of 3

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