



Advancing Equity and Protecting Our Students

Office of Student Protections and Title IX
Equal Opportunity Compliance Office

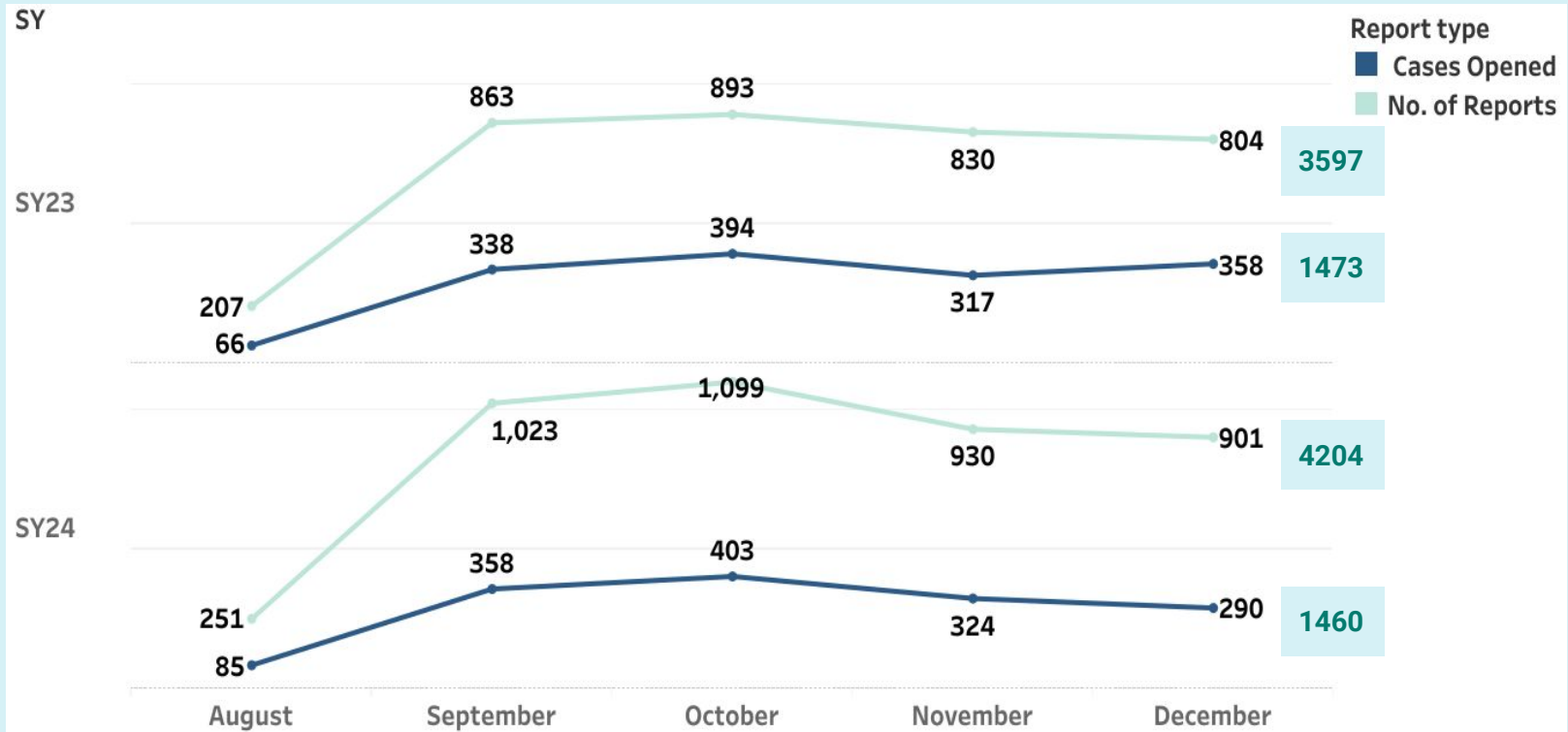
February 2024
Presentation to the Board

Camie C. Pratt, Chief Title IX Officer

SY24 1st Semester Data Analysis & Comparisons



SY23 & SY24 Comparison: Reports received vs Cases opened



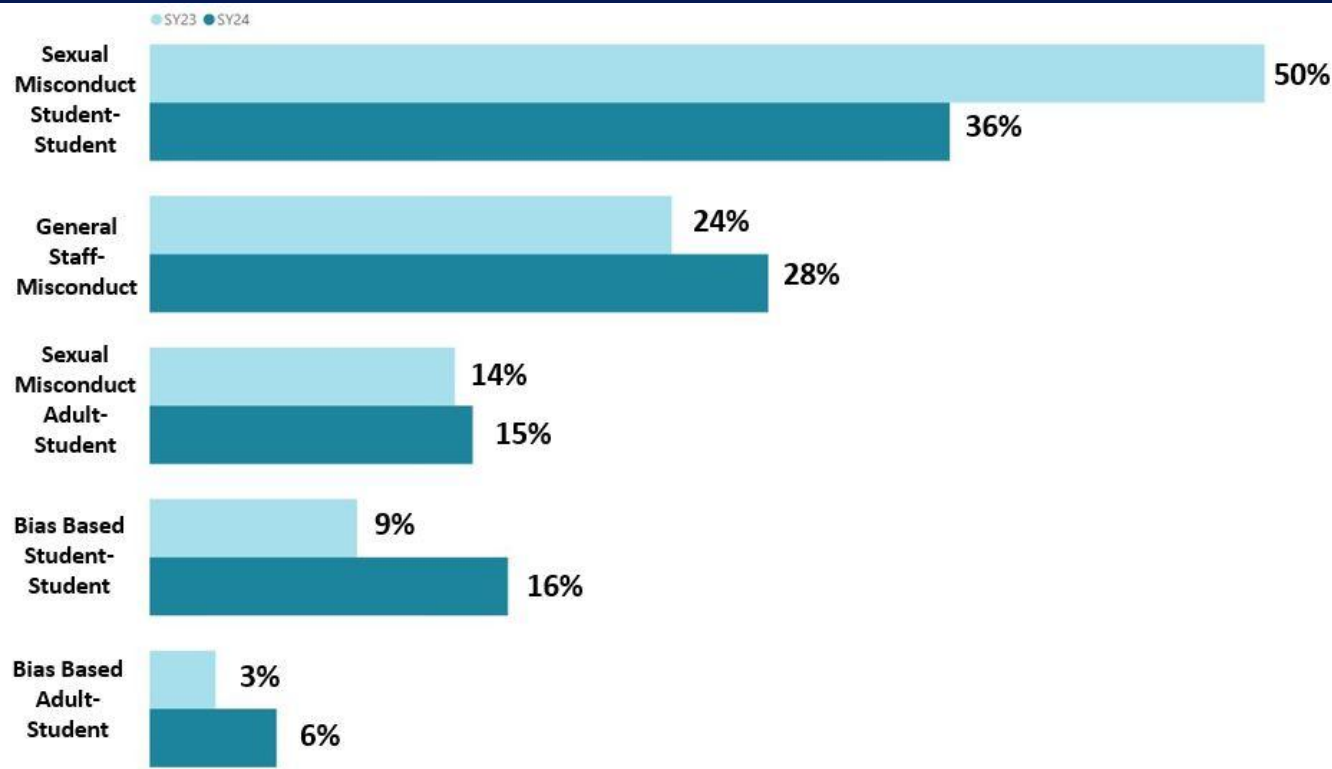
SY23 & SY24 Comparison: OSP & School-Based Investigations



Chicago
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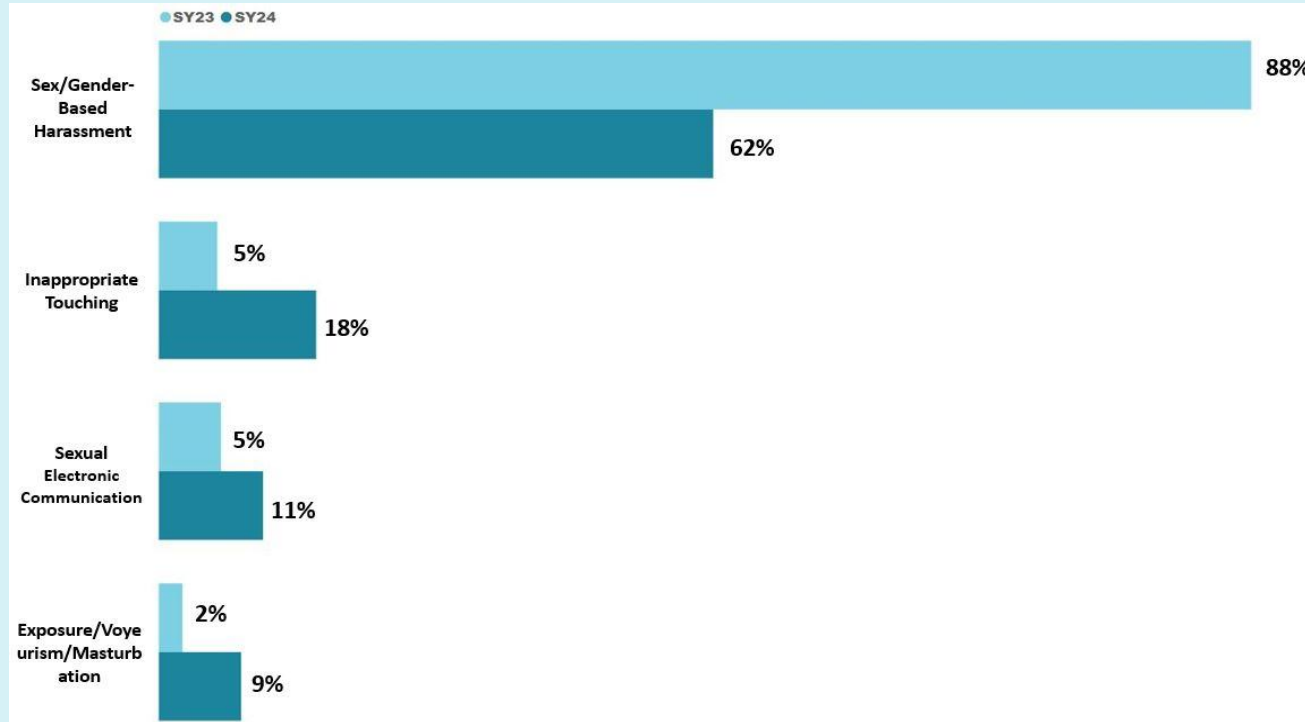
STUDENT
PROTECTIONS
& TITLE IX

SY23 & SY24 Comparison: Type of Misconduct



Student-to-Student Sexual Misconduct cases **decreased** in SY24 from **50% to 36%**, while Student-to-Student Bias-Based Harm cases **increased** from **9% to 16%** from SY23.

SY23 & SY24 Comparison: Student to Student Sexual Misconduct Allegations (Non-Title IX)



Student to Student **Sex/Gender-Based Harassment** has seen a noted **decrease** from **88% to 62%** while allegations of **Inappropriate Touching** are trending higher at **18% of total** non-Title IX Sexual Misconduct allegations.

SY23 & SY24 Comparison: Student to Student Title IX Cases

Title IX Categories

Sexual Harassment

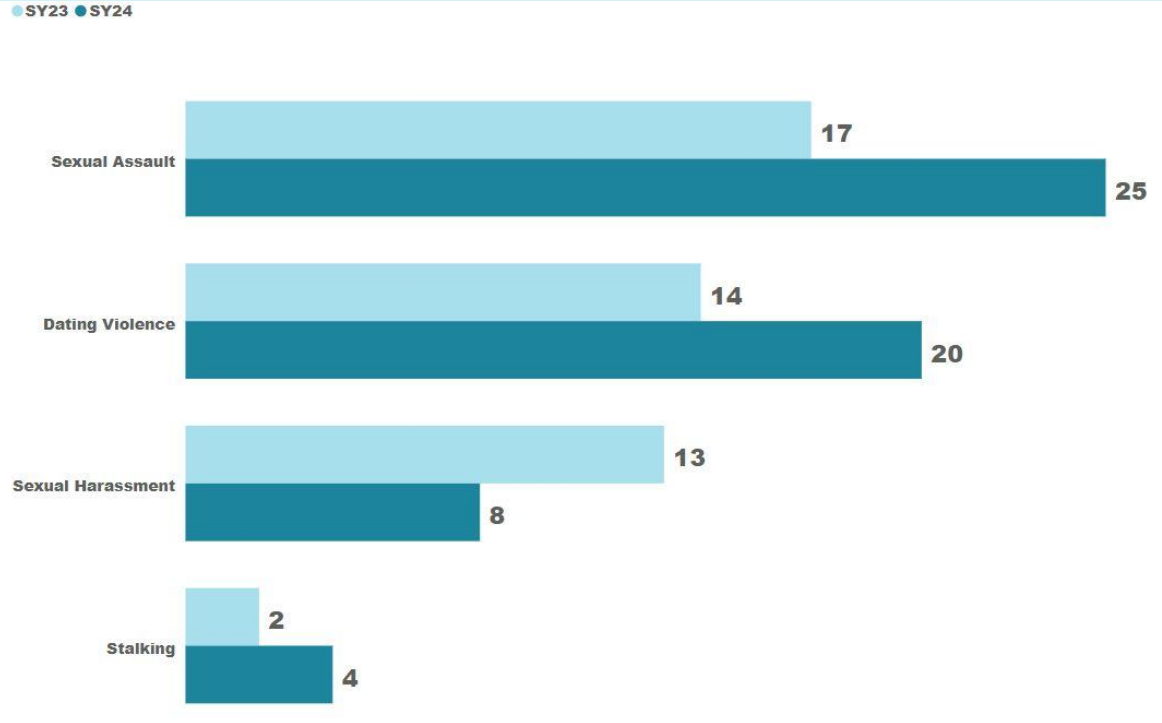
Sexual Assault

Includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.

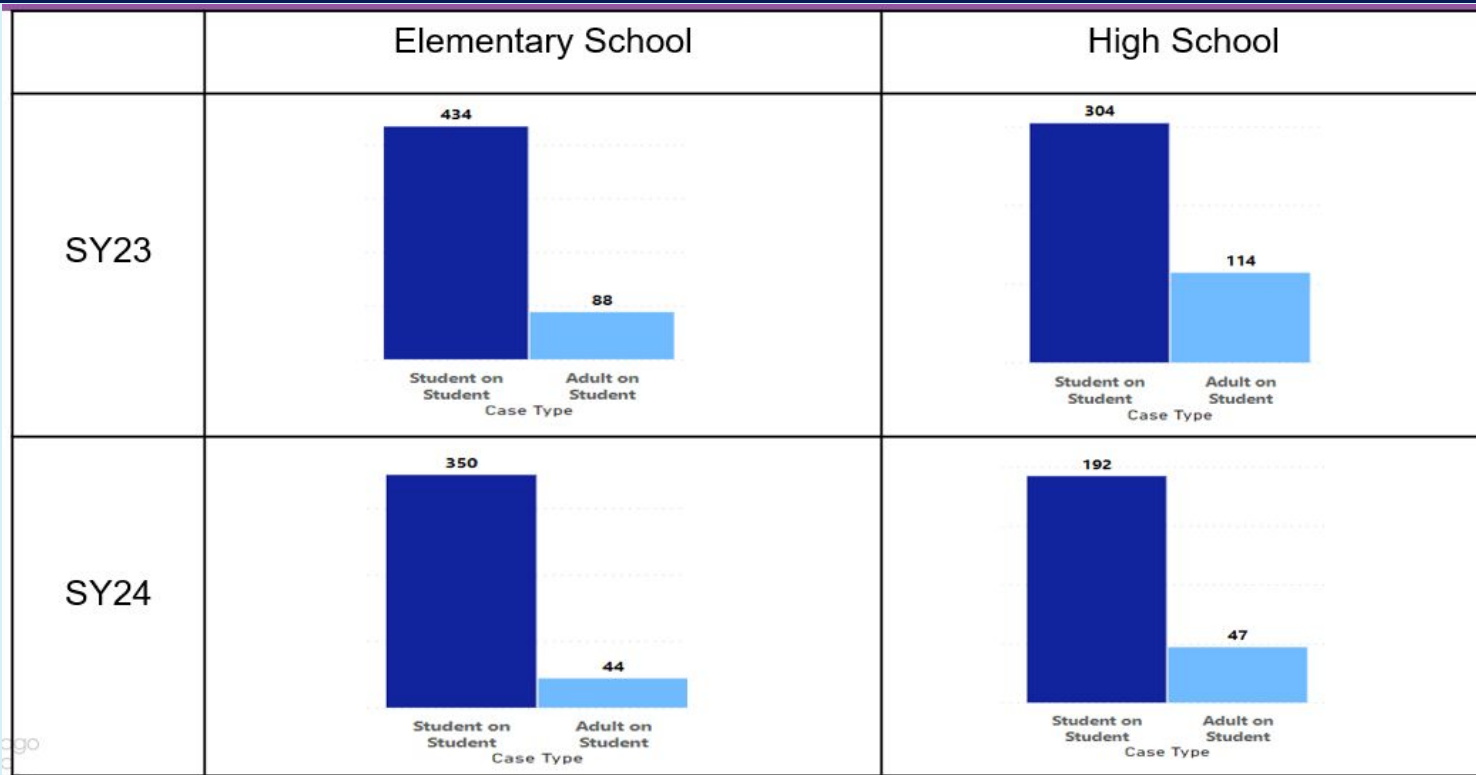
Dating Violence

Domestic Violence

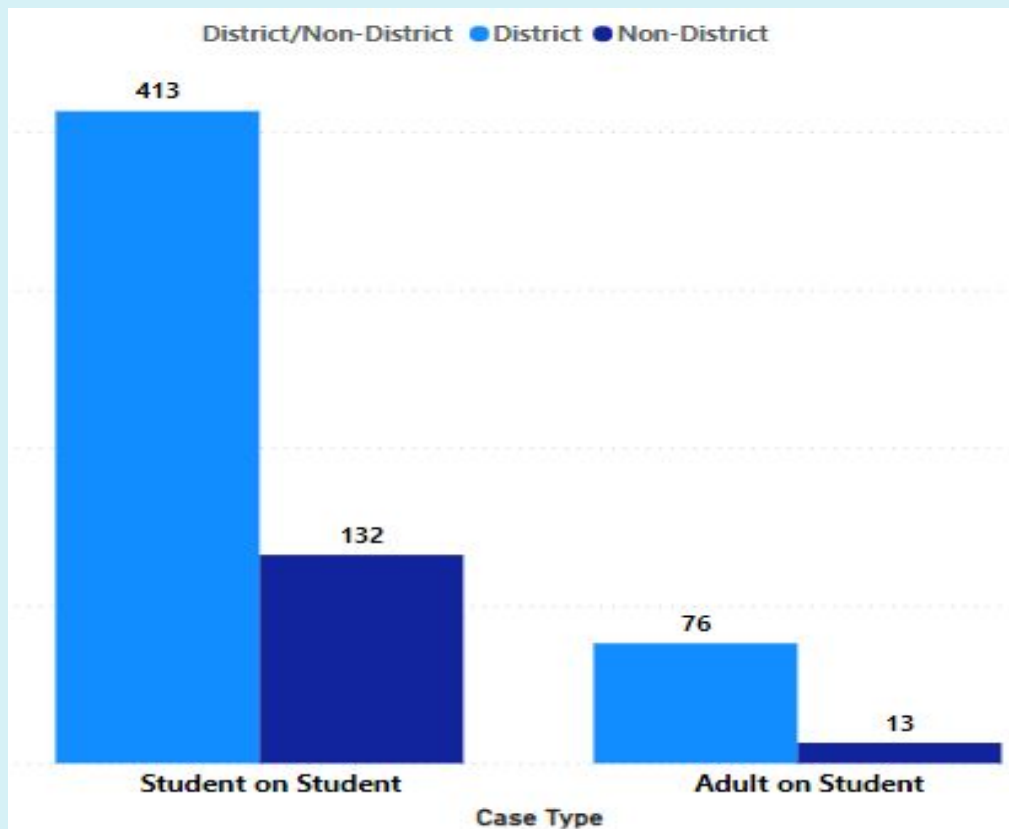
Stalking



SY23 & SY24 Comparison: ES and HS Sexual Misconduct cases

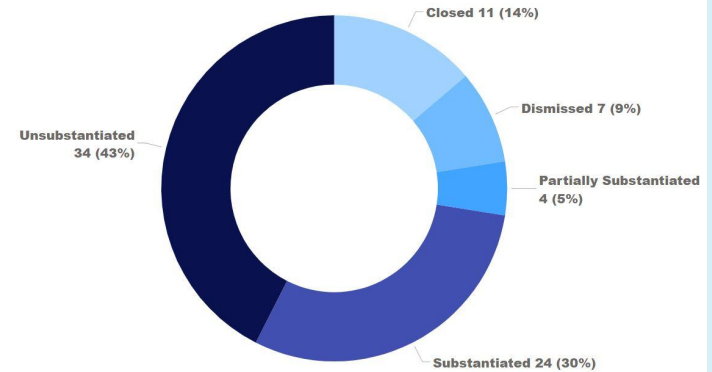


SY24: District vs Non-District Schools Sexual Misconduct cases



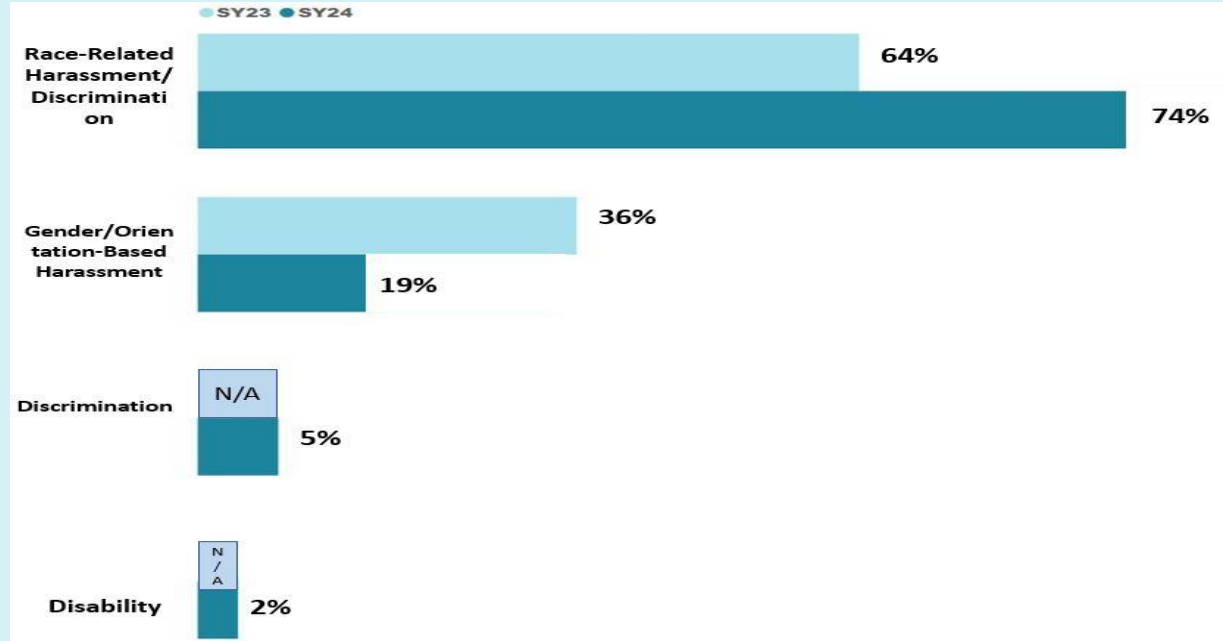
SY24: OSP Case Findings

● Closed ● Dismissed ● Partially Substantiated ● Substantiated ● Unsubstantiated

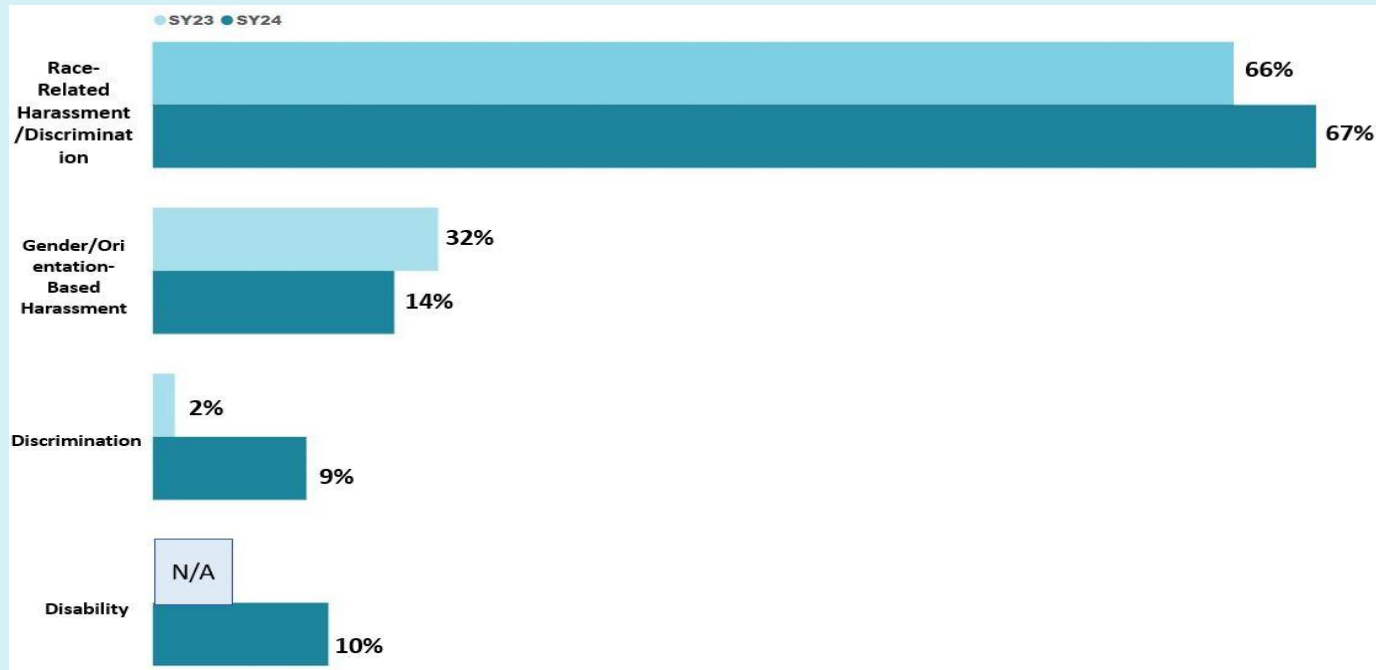


SY23 & SY24 Comparison: Bias-Based Harm - Student to Student

For SY24, **Race-Related Harassment/Discrimination** increased from **64%** to **74%** of Bias-Based Harm allegations while **Gender/Orientation-Based Discrimination** has seen a **decrease** from **36%** to **19%**.

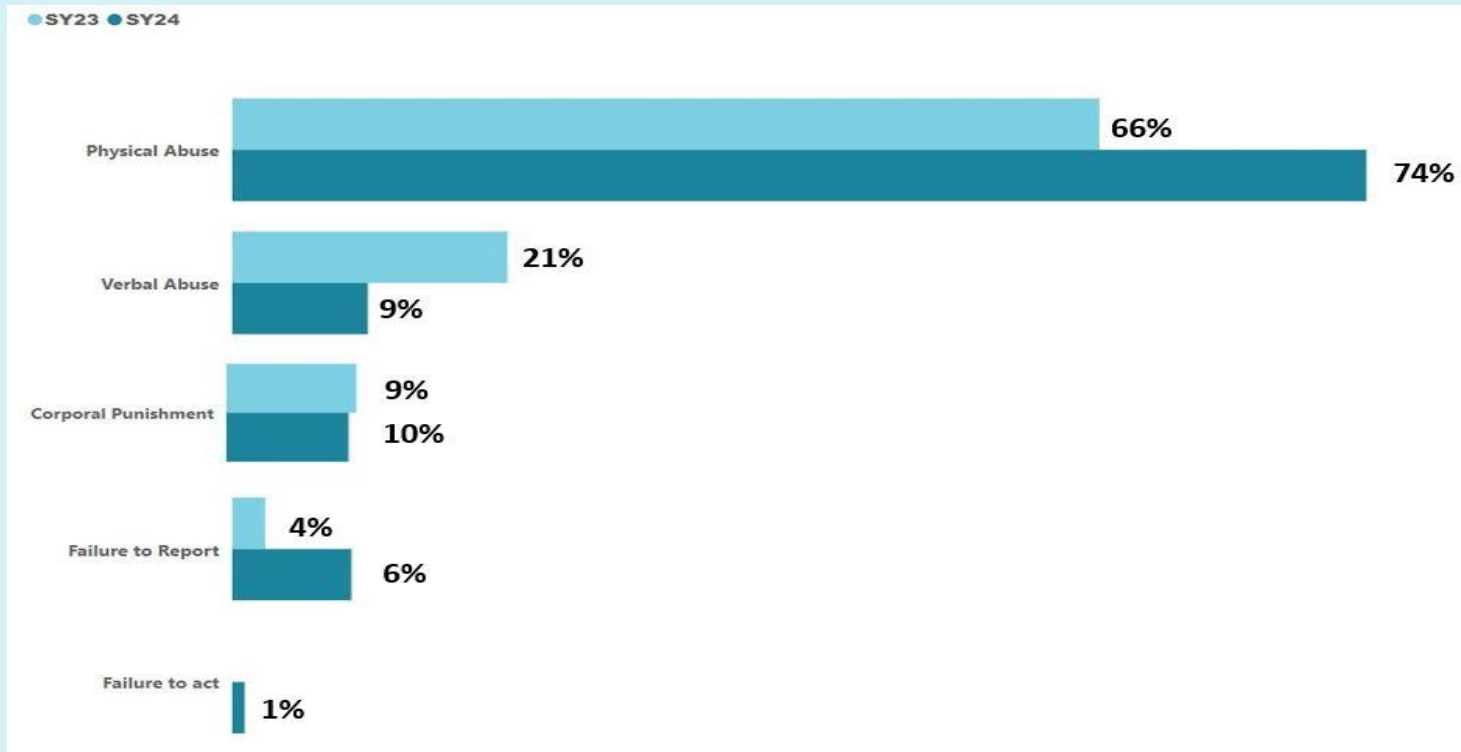


SY23 & SY24 Comparison: Bias-Based Harm - Staff to Student

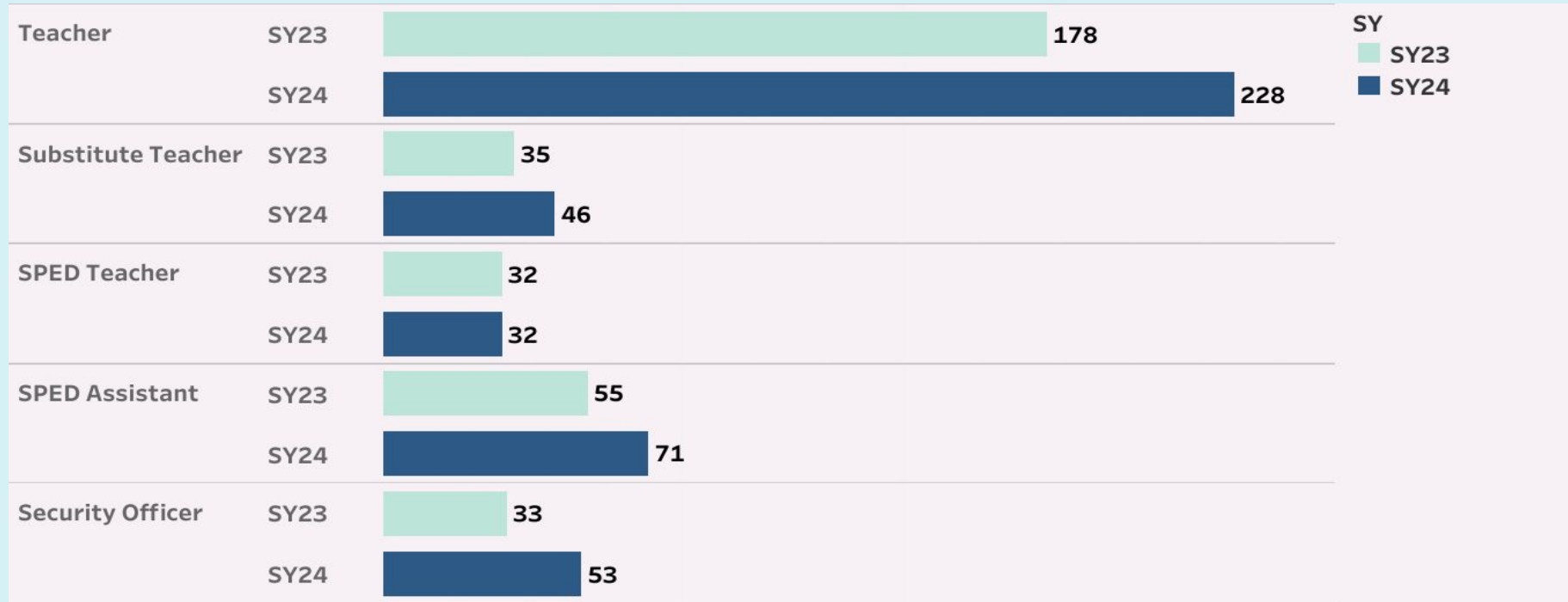


Staff to Student Race-Related Harassment/Discrimination remained the same but Staff to Student **Gender/Orientation-Based Discrimination** has seen a **decrease** in SY24 from **32% to 14%**.

SY23 & SY24 Comparison: General Staff Misconduct

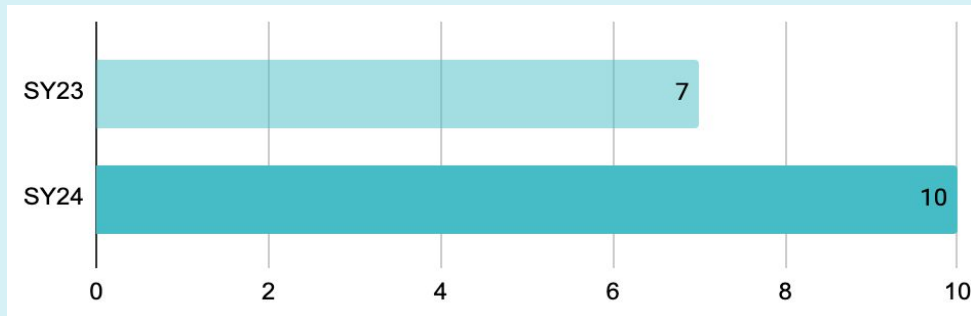


SY23 & SY24: Staff Respondent Analysis by Job Type



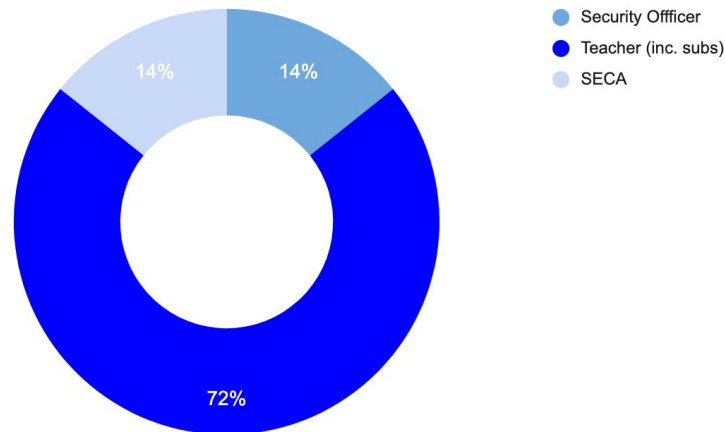
SY23 & SY24 Comparison: Pulled Employees

In 1st semester SY24, OSP removed 10 employees from their position, a 42% increase from 1st semester SY23.



71% of the pulled employees were removed by OSP for allegations of physical abuse for both SY23 & SY24.

SY23 Pulled Employees





TRANSFORMING BIAS-BASED HARM

Awareness, Prevention &
Civil Rights Initiatives



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Ensuring a Safe and Supportive District

As part our office's continued prevention efforts, OSP has engaged with school leaders to ensure the required Protecting Chicago's Children awareness and reporting posters are appropriately displayed in all schools.

Discrimination, Harassment, and Abuse Staff Reporting Procedure

What is Title VI, Title IX, discrimination, harassment, and abuse?

Title VI is a federal civil rights law that protects against discrimination on the basis of race, color, and national origin. Title IX is a federal civil rights law that protects against sex discrimination, including sexual harassment. Sexual misconduct is a form of sex or gender-based discrimination or harassment that includes any conduct that is sex-based or of a sexual nature that is unwelcome or inappropriate and unreasonably interferes with, limits, or denies an individual's educational or employment access, benefits, or opportunities.

Mandatory Procedure for Reporting a Complaint

All employees (part- or full-time), contractors, consultants, vendors, members of the Board of Education, Local School Council (LSC) members, and volunteers must report by taking the following steps.



- 1** If it is an emergency, per the Student Code of Conduct, notify 911. If you suspect child abuse or neglect, notify the Illinois Department of Children and Family Services (DCFS) at 1-800-252-2873 (1-800-25-ABUSE). Also, notify your school principal.
- 2** Notify the student's parent or guardian and OSP immediately.
District Schools: Fill out an Aspen report and answer the appropriate question based on the complaint.
Charter, Contract, and Option Schools: Fill out an Aspen report if you have access to Aspen. Otherwise, fill out a report using the Online Complaint Form on the OSP Website.
- 3** Staff unable to access Aspen, and for any questions or assistance, contact the Office of Student Protections & Title IX (OSP) 773-535-4400 or at osp@cps.edu.

REMEMBER: OSP coordinates student supports, as needed, to students involved in any Title VI, Title IX, discrimination, harassment, or abuse incident.

Camie C. Pratt
Chief Title IX Officer and
CPS Designated Title IX Coordinator
110 N Paulina St.
Chicago, IL 60612
773-535-4400
osp@cps.edu



Support is available



HOW YOU CAN REPORT SEXUAL MISCONDUCT, DISCRIMINATION OR HARASSMENT, AND ABUSE

Contact the Office of Student Protections and Title IX
Email osp@cps.edu Call 773-535-4400

For More Information



Receive Confidential Support
Chicago Rape Crisis Hotline
888-293-2080



The Rape Crisis Hotline provides survivors of sexual violence and their caregivers immediate support, crisis intervention, and referrals for the city of Chicago and surrounding suburbs.

Civil Rights: Prevention through Awareness

Recognizing the slight increase in Dating Violence cases impacting our students, OSP partnered with the Marketing Department to create a Teen Dating Violence Awareness Month campaign (English & Spanish) for the month of February.

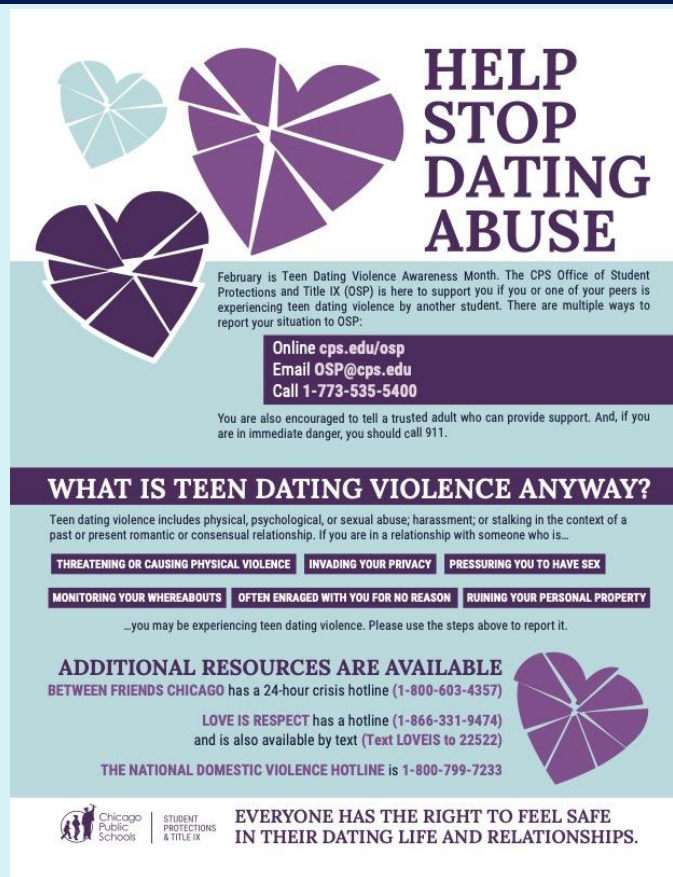


**FEBRERO ES EL MES DE LA
CONCIENTIZACIÓN SOBRE LA
VIOLENCIA EN EL NOVIAZGO
ENTRE ADOLESCENTES.**

**LA VIOLENCIA EN LOS
NOVIAZGOS PUEDE SER
MALTRATO FÍSICO O PSICOLÓGICO**

cps.edu/osp

Chicago Public Schools | STUDENT PROTECTIONS & TITLE IX



HELP STOP DATING ABUSE

February is Teen Dating Violence Awareness Month. The CPS Office of Student Protections and Title IX (OSP) is here to support you if you or one of your peers is experiencing teen dating violence by another student. There are multiple ways to report your situation to OSP:

**Online cps.edu/osp
Email OSP@cps.edu
Call 1-773-535-5400**

You are also encouraged to tell a trusted adult who can provide support. And, if you are in immediate danger, you should call 911.

WHAT IS TEEN DATING VIOLENCE ANYWAY?

Teen dating violence includes physical, psychological, or sexual abuse; harassment; or stalking in the context of a past or present romantic or consensual relationship. If you are in a relationship with someone who is...

- THREATENING OR CAUSING PHYSICAL VIOLENCE
- INVADING YOUR PRIVACY
- PRESSURING YOU TO HAVE SEX
- MONITORING YOUR WHEREABOUTS
- OFTEN ENRAGED WITH YOU FOR NO REASON
- RUINING YOUR PERSONAL PROPERTY

...you may be experiencing teen dating violence. Please use the steps above to report it.

ADDITIONAL RESOURCES ARE AVAILABLE

BETWEEN FRIENDS CHICAGO has a 24-hour crisis hotline (1-800-603-4357)

LOVE IS RESPECT has a hotline (1-866-331-9474) and is also available by text (Text LOVEIS to 22522)

THE NATIONAL DOMESTIC VIOLENCE HOTLINE is 1-800-799-7233

**EVERYONE HAS THE RIGHT TO FEEL SAFE
IN THEIR DATING LIFE AND RELATIONSHIPS.**

Civil Rights: Prevention through Staff Training

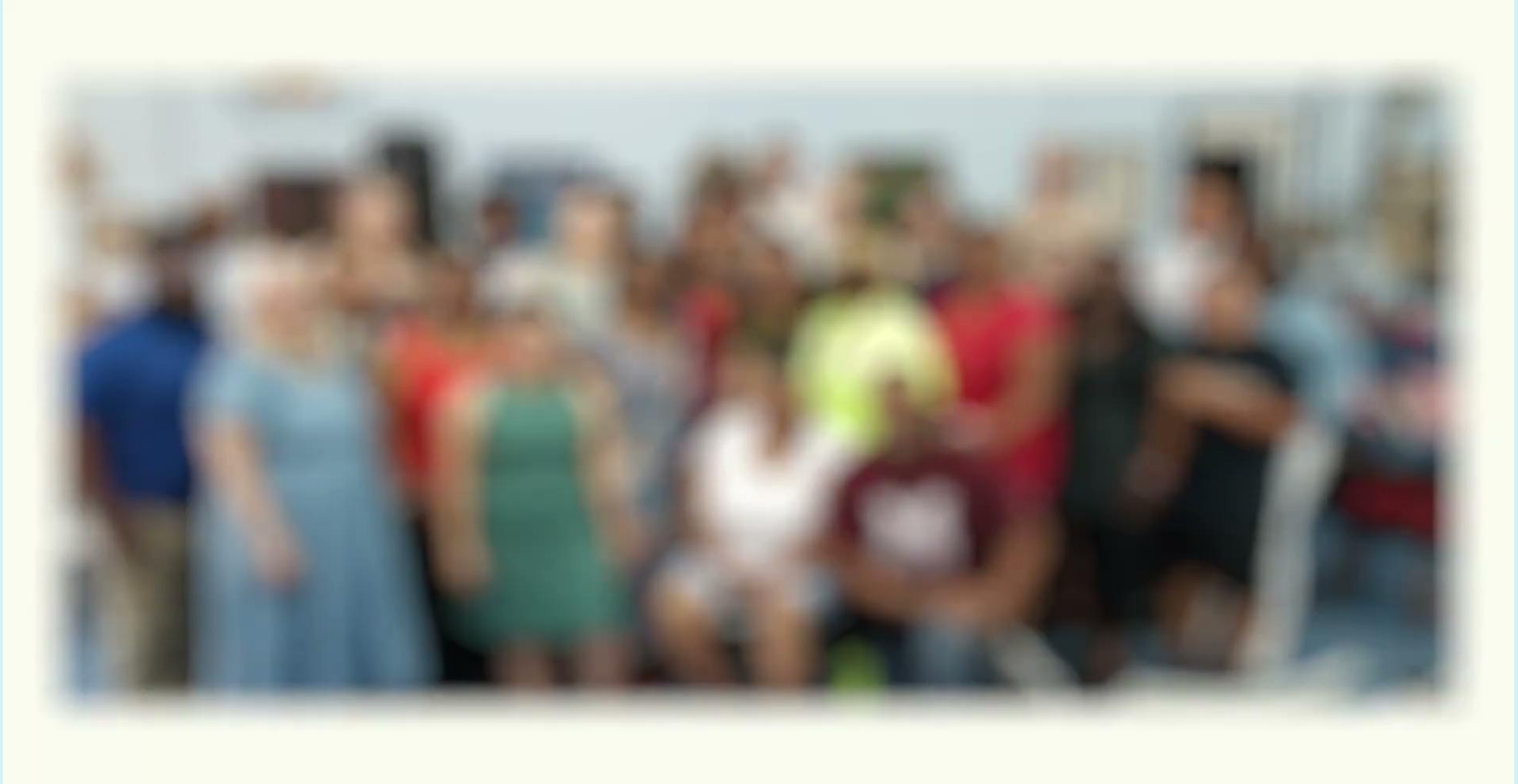
For SY24, OSP created and released a new **mandatory all-staff training** addressing **Title VI** of the Civil Rights Act of 1964.

- Title VI **prohibits discrimination and harassment based on race, color, or national origin.**
- The training reinforces staffs' understanding of the protections afforded by Title VI and calls staff to reflect on their role as an active bystander in schools.

In today's training, **we will review:**

- What is Title VI?
- How does CPS embody Title VI in district policies?
- Making a report to OSP or EOCO
- Transforming bias based harm

Civil Rights in Action: Cohort 3 Recruitment



Questions?

