



Protecting Our Students

Office of Student Protections and Title IX

Equal Opportunity Compliance Office

April 2025

Bi-Annual Update to the Board

Elizabeth Mendoza Browne, Chief Title IX Officer



Chicago
Public
Schools

STUDENT
VOICE AND
ENGAGEMENT

Protecting Chicago's Children

In 2018, Chicago Public Schools hired former federal prosecutor Margaret Hickey to review the District's handling of sexual misconduct in schools and make policy recommendations. This led to the Office of Student Protections and Title IX being established to protect Chicago's students and coordinate our District's response to sexual misconduct and a failure to report misconduct, as well as providing students with the supports they need to heal.



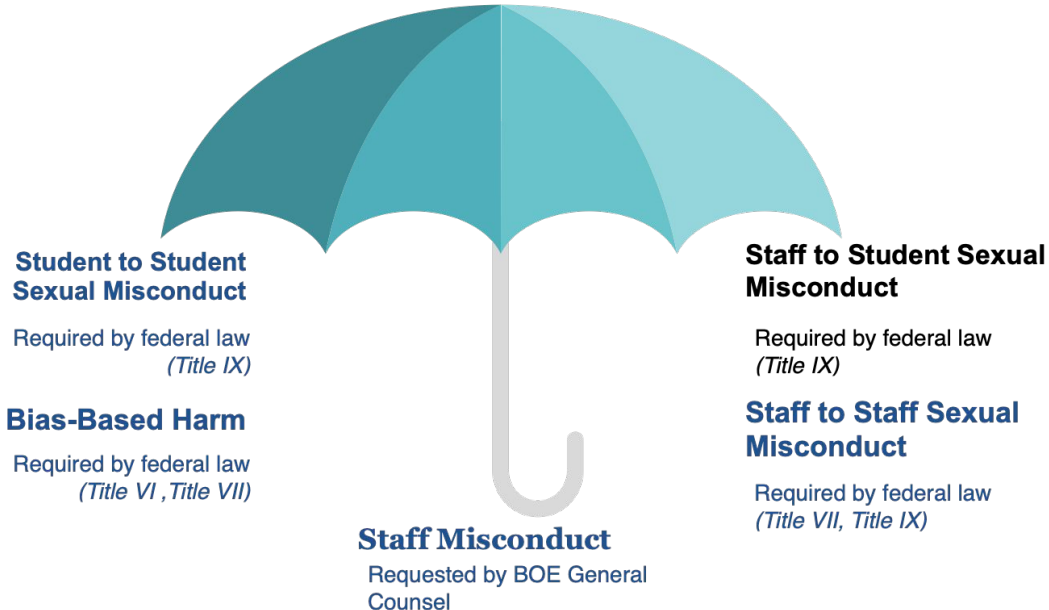
["Betrayed" Chicago Tribune
2018 Preliminary Report](#) by Maggie Hickey
[2019 Follow-Up Report](#) by Maggie Hickey



Governance

Title VI, VII, & Title IX are Federal civil rights laws.
Failure to comply with these laws will result in loss of federal funding to the District.

Office of Student Protections & Title IX / Equal Opportunity Compliance Office



Expansion of our work

2018-2019	2019-2020	2020-2021	2021-2022	2022-Present
Student/Student Sexual Misconduct	Student/Student Sexual Misconduct	Student/Student Sexual Misconduct	Student/Student Sexual Misconduct	Student/Student Sexual Misconduct
Adult/Student Sexual Misconduct	Adult/Student Sexual Misconduct	Adult/Student Sexual Misconduct	Adult/Student Sexual Misconduct	Adult/Student Sexual Misconduct
	<i>EOCO</i>	<i>EOCO</i>	<i>EOCO</i>	<i>EOCO</i>
		<i>High Level Staff/Student Misconduct</i>	<i>High Level Staff/Student Misconduct</i>	<i>High Level Staff/Student Misconduct</i>
			<i>All Bias-Based Harm</i>	<i>All Bias-Based Harm</i>
				<i>All Staff/Student Misconduct</i>

Incidents of Harm reported to OSP

TITLE IX CATEGORIES

Sexual Harassment
Sexual Assault
(including rape, sodomy,
sexual assault with an object,
fondling, incest, and statutory
rape)
Dating Violence
Domestic Violence
Stalking
Retaliation

SEXUAL MISCONDUCT CATEGORIES

Grooming
Inappropriate Touching
Sexual Electronic
Communication
Sexual Bullying
Sexual Exploitation
Exposure/Voyeurism/
Masturbation
Sex/Gender-Based
Harassment
Retaliation

TITLE VI & BIAS-BASED HARM CATEGORIES

Racial Discrimination/
Harassment (D/H)
Color D/H
National Origin D/H
Shared Ancestry D/H
Gender Identity-Based D/H
Sexual Orientation-Based D/H
Retaliation

GENERAL STAFF MISCONDUCT

Physical Abuse
Verbal Abuse
Corporal Punishment
Failure to Report
Retaliation

OSP Reporting Process



OSP receives report



School-Based Investigations

Student Protections Coordinator



OSP-Led Investigations

Student Protections Specialist

Student Protections Investigator

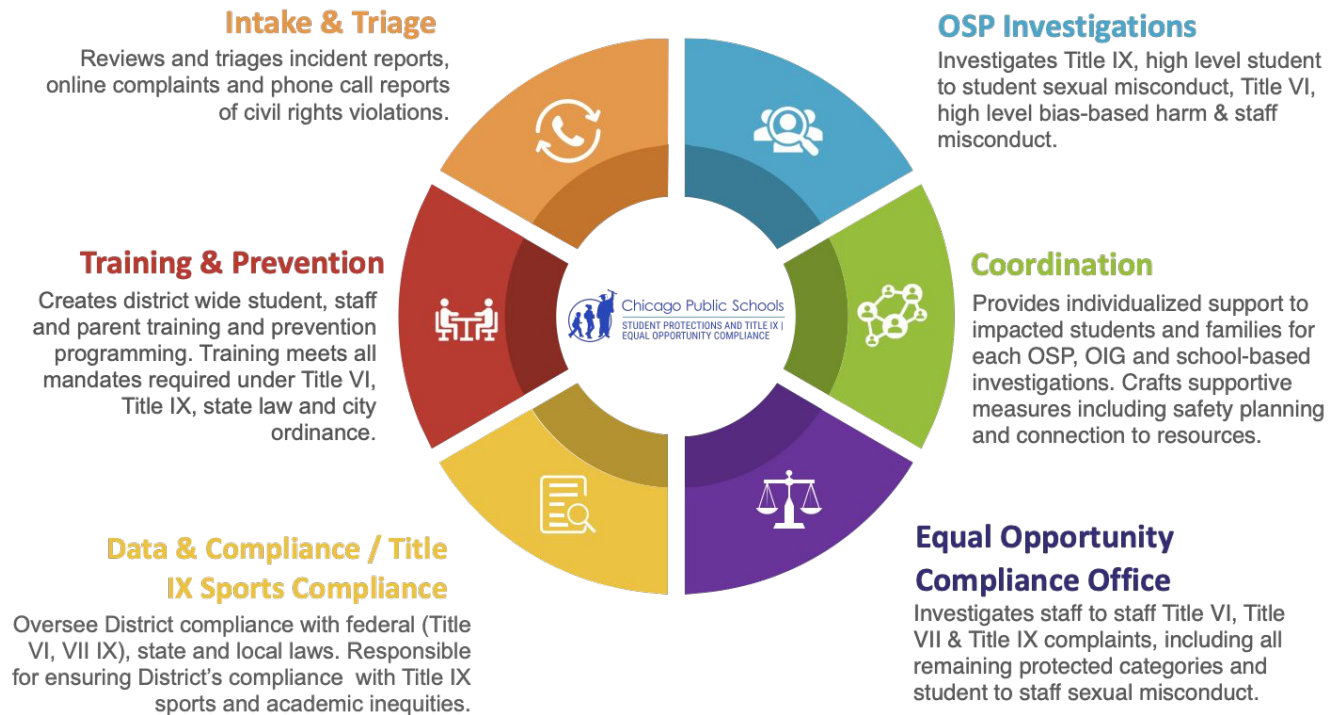


OIG-Led Investigations

Student Protections Specialist

OIG Investigator

Student Centered Support



Prevention through Awareness

An awareness campaign was initiated the fall of 2018 that produces informational materials and has continued annually at the start of each school year.

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.

Prevention through Training

OSP conducts individualized Staff Corrective Action Trainings to stop problematic behavior and prevent future harm



Staff
Corrective
Action
Training

A four-part series created by OSP for Student Protections School Representatives and a comprehensive guidebook on school based investigations and safety planning



Student Protections
School Representative
Training

OSP created and disseminated developmentally appropriate universal student training to all schools to educate students on boundaries, consent, bias-based harm and how to report



Student and Parent
Training

OSP annually updates training for all district wide staff and vendors to ensure compliance with District policy, state laws and federal regulations



Protecting Chicago Children's
and other Staff Mandatory
Training

Prevention through Student Engagement

Developed by the OSP, this program offers high school sophomores, juniors, and seniors a unique chance to enhance their leadership skills, foster a sense of community throughout the District, and contribute to Chicago Public Schools' proactive approach in addressing instances of bias-based harm.

Scholars gather for sessions focused on skill building and project development, and five field trips focused on experiential learning, community bonding, and exploring new parts of Chicago.

As part of this unique opportunity, students also hear from guest speakers and design a project for their schools to build community and prevent bias-based harm.

CIVIL RIGHTS
SCHOLARS PROGRAM

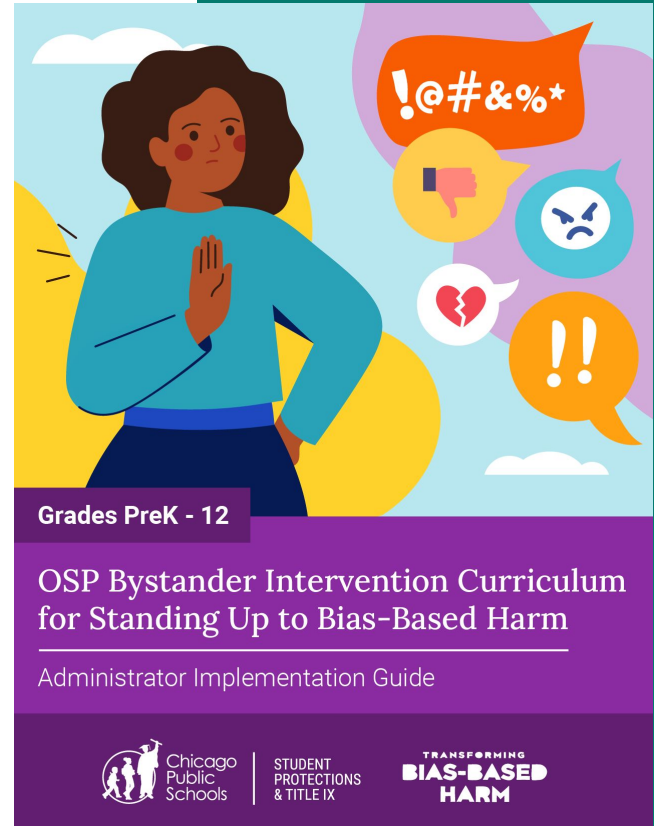


STUDENT
PROTECTIONS
& TITLE IX



SY25 BOY Initiatives

- New **Parent Training** in English and Spanish on how to recognize and report discrimination, harassment and abuse
- Developed new **PreK - 12 Bystander Intervention Curriculum**
- New Civil Rights Scholars Advisory Council
- Created new, engaging 6-8th and 9-12th Universal Student training
- Updated student training to include education on **Title VI and abuse**
- Offering Advanced Training for SPSRs to offer **Informal Resolution for School Based Investigations**
- New **teletherapy partnership** for OSP impacted students for ongoing mental health support



SY25 BOY Initiatives

Sex-Based
Discrimination

Supportive
Measures Appeal

Pregnant &
Parenting Student
Support

Training Mandate

In April 2024, OCR released **new Title IX regulations** with an effective date of August 1st.

From Policy to Action:

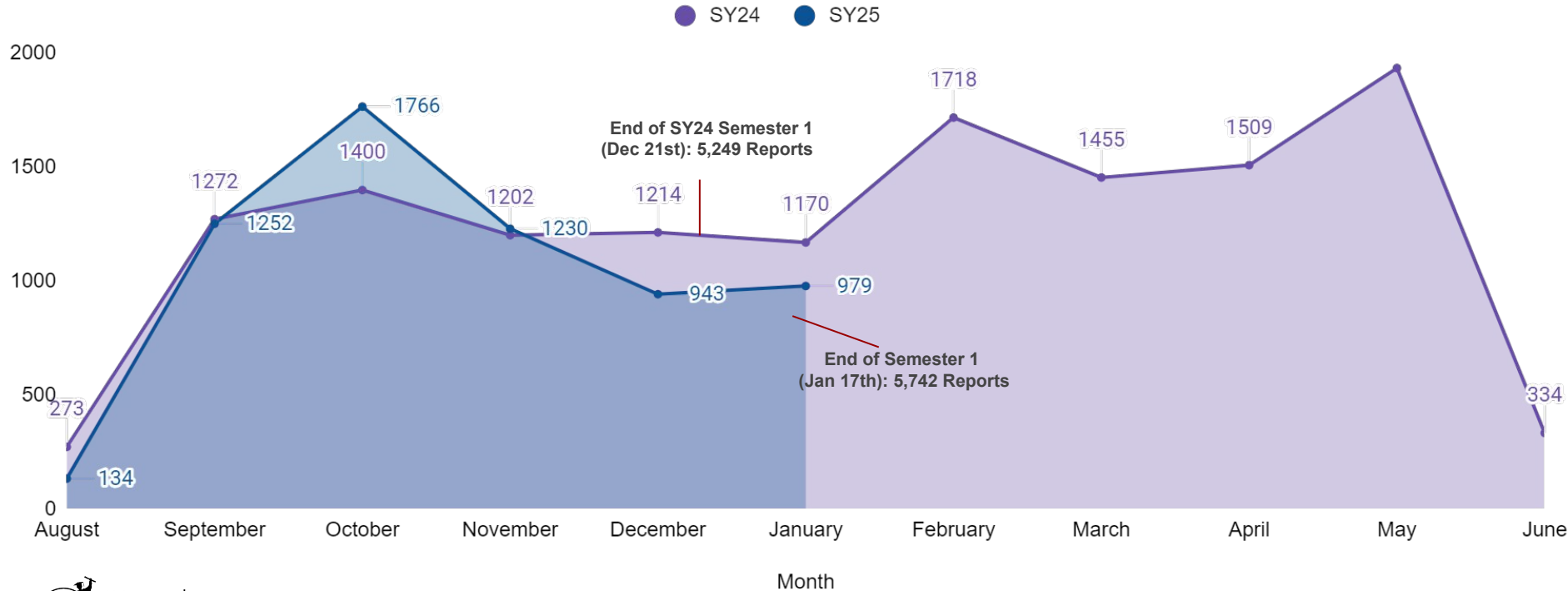
- Revised the District's Non-Discrimination Policy
- Revised the OSP Procedure Manual
- Created a Pregnant & Parenting Students Postcard to increase awareness
- Updated all communications for schools to impacted students



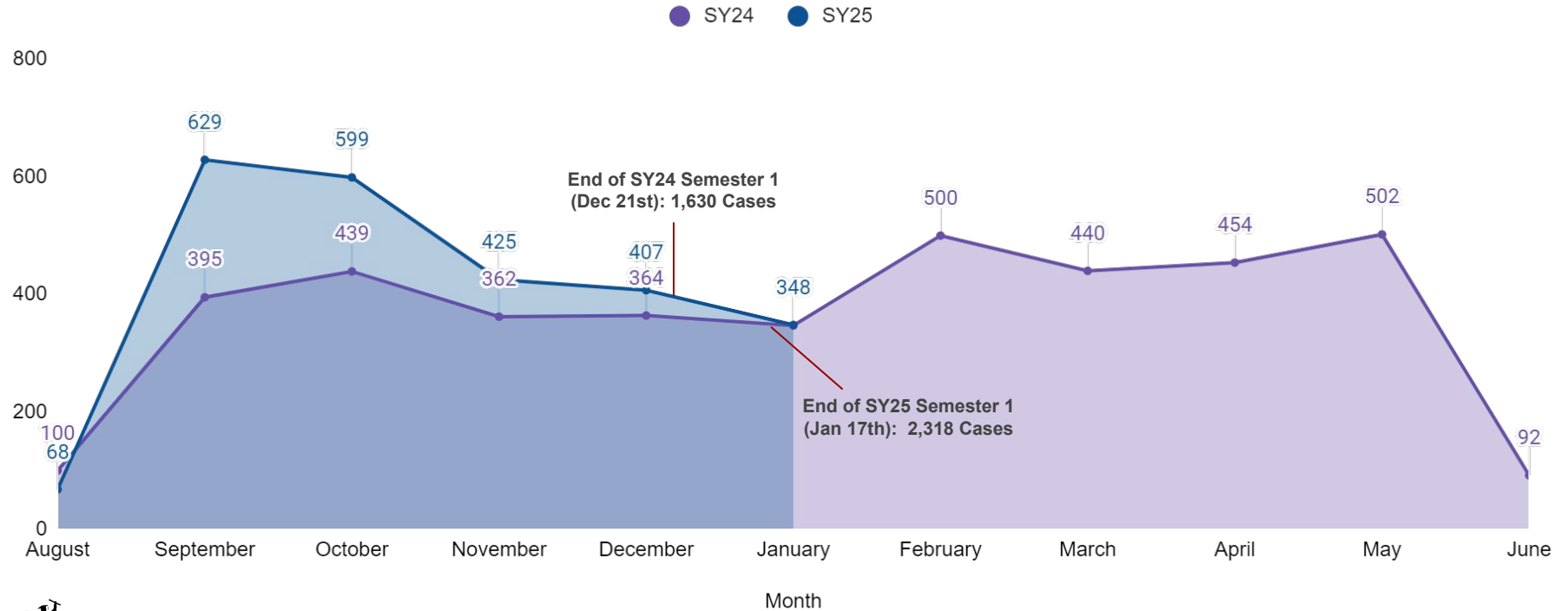
SY25 1st Semester Data Analysis



SY24 & SY25 1st Semester Comparison: Reports Received



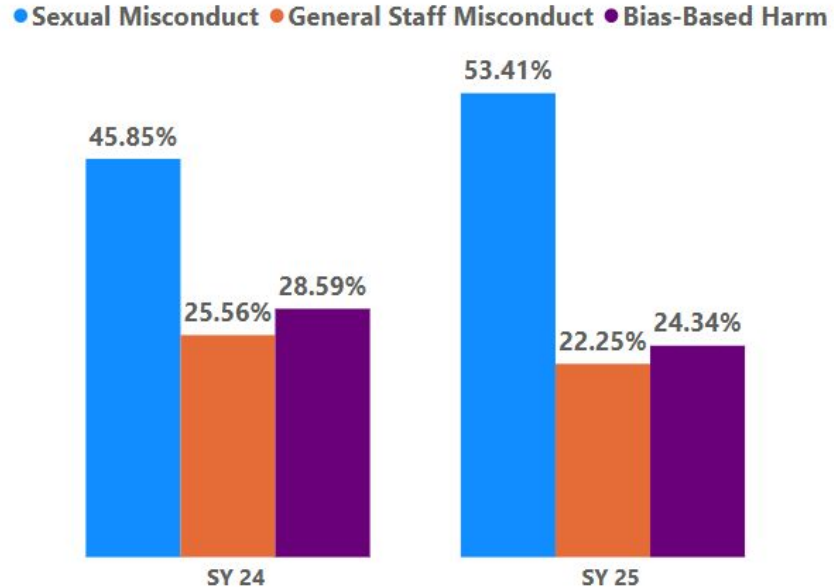
SY24 & SY25 1st Semester Comparison: Cases opened



SY24 Sem 1: Aug 21 - Dec 21
SY25 Sem 1: Aug 26 - Jan 17

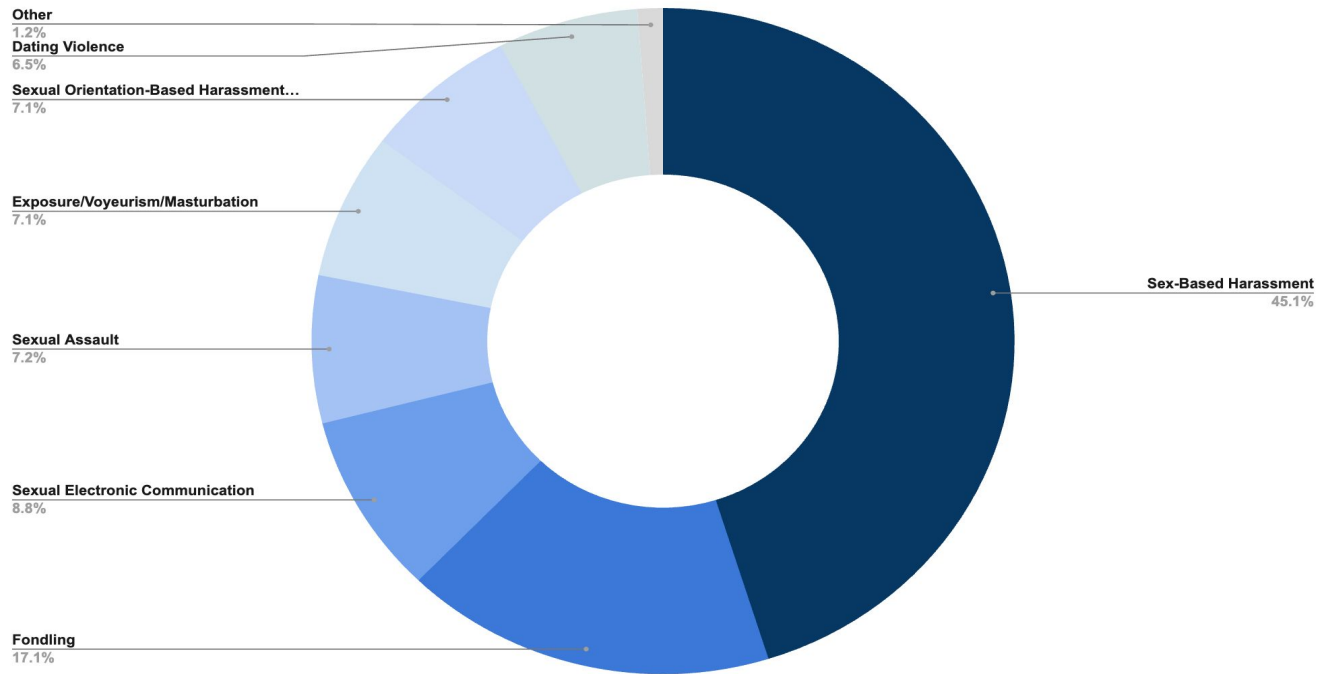
SY25: Investigations opened by OSP

The cases designated for School- or OSP-investigation were due to alleged sexual misconduct (including potential Title VI violations), bias-based harm (including potential Title VI violations) and abuse. If true the allegations also a violation of District policy.



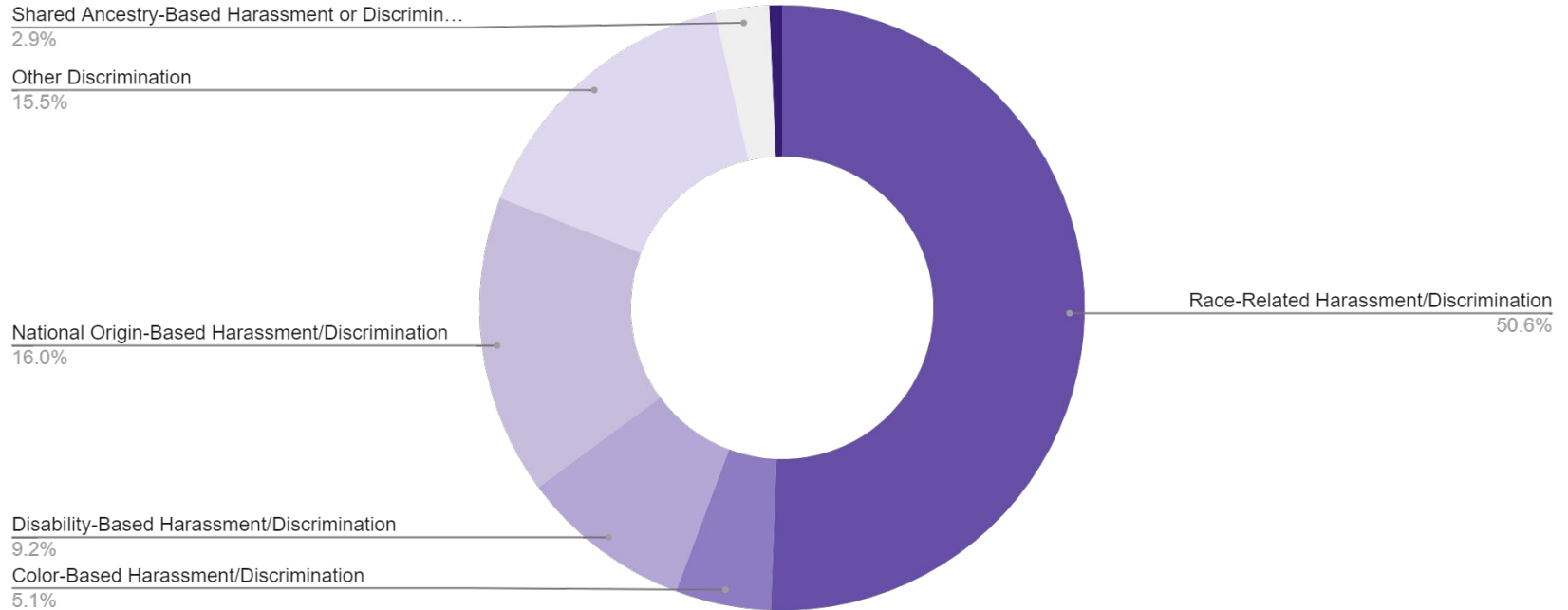
SY25 1st Semester: Student/Student Sexual Misconduct

In SY25, OSP opened 1153 Sexual Misconduct investigations



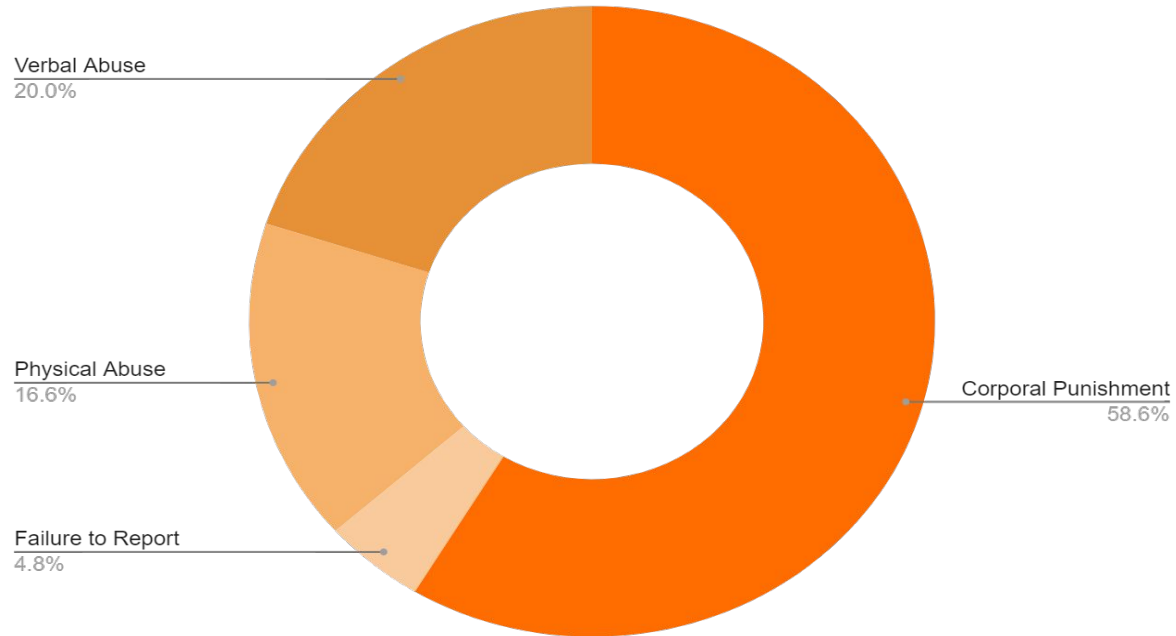
SY25 Bias-Based Harm Overview

In SY25, OSP opened 535 BBH investigations.



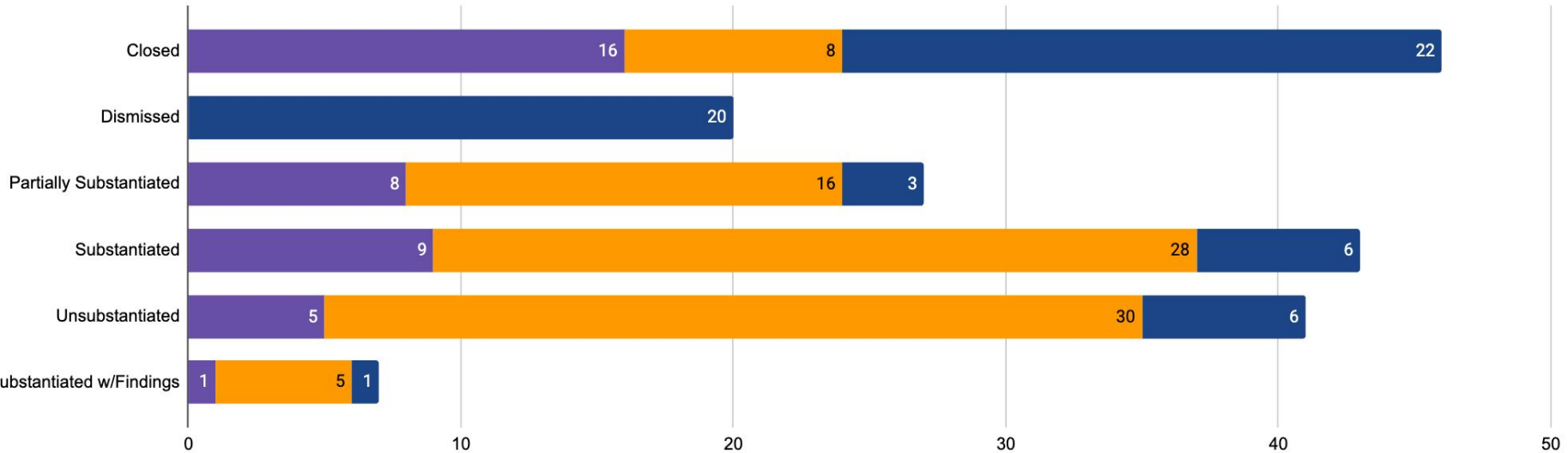
SY25 General Staff Misconduct

In SY25, OSP opened 490 GSM investigations.



SY25 1st Semester: OSP Case Findings

■ Bias-Based Harm ■ General Staff Misconduct ■ S/S Sexual Misconduct



SY25: Preliminary trends

Increase in all categories:

- Reports received
- Cases opened
- All case types

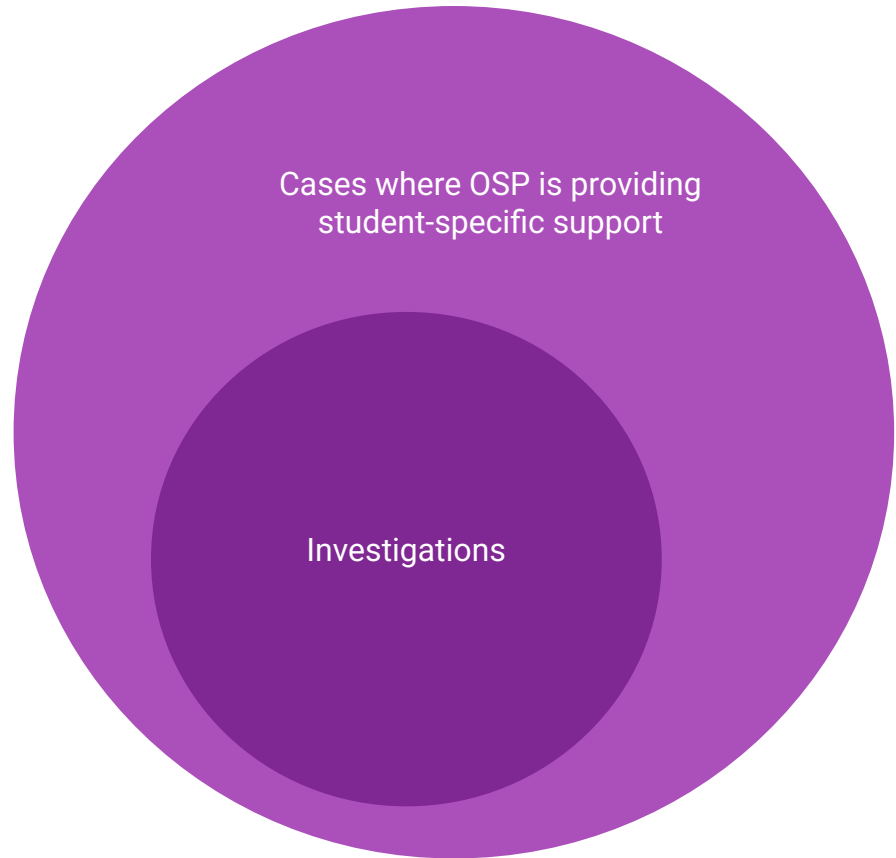
Case closure improvement:

- OSP closed 184 cases in SY25 1st semester
 - 79% increase of cases closed from SY24 1st semester



Student Protections: Investigations + Support

OSP's mandate is not solely investigation and support by other means represents much of our work to ensure complaints are resolved and harm is met with the appropriate remedies.



Universal Training for all

Course	Stakeholder	Policy
Protecting Chicago's Children	All Staff, Vendors and Volunteers	Policy and federal mandate
OSP Basics for YOUTH!	PreK - 12 Students	Federal mandate
OSP Basics for Caregivers	Caregivers	OSP Initiative
Bystander Intervention	All Staff	Illinois Human Rights Act
Title VI	All Staff	Policy , federal and state law
Equal Opportunity & Compliance Training	All Staff	Policy and federal policy
DCFS Mandated Reporter Training	All Staff	State and Federal policy

Student Voice: Civil Rights Scholars Advisory Council

Civil Rights Scholars Advisory Council (CRSAC)

Selected from previous Scholars that have participated in the Civil Rights Scholars Program, the Advisory Council is a group of students that have demonstrated a commitment to civil rights and desire to continue their learning.

To expand on the skills and knowledge gained as a Scholar, the Civil Rights Scholar Advisory Council will work together to educate, advocate, and engage students across the district through a student-produced podcast. Students will dive deeper into Identity, Diversity, Justice, and Action through storytelling, developing skills in public speaking, research, and community building.

Tune into the first episode of the Civil Rights Scholars Advisory Council Podcast, featuring Michii, Irene, Jalyn, and Rahael Anne. In this episode, Scholars share their reflections on the impact of the Civil Rights Scholars Program and what identity means to them.

EPISODE 1: IDENTITY

After listening, think about the following questions:

- What does "Identity" mean to you?
- How would you describe your own identity?
- How has society shaped your identity and how you see yourself?

SY25 1st Semester: Training & Prevention Highlights

361

District and
Charter schools
have completed
OSP Student
training

48

ABCs of OSP Workshops
Facilitated

3

Cohorts of Informal
Resolution for
School-based
Investigations Training
Completed

216

Student Protections
School Representatives
Trained

8

Schools piloted new
Bystander Intervention
Curriculum

74

Staff Corrective Action
Trainings Completed



Initiative Highlight: Bystander Intervention Curriculum

8

Schools piloted new
Bystander Intervention
Curriculum

I think it was beneficial for our students, and lends itself very well to current issues and SEL supports we are trying to offer.

- Teacher, Lane Tech HS

“This curriculum fills a void and a need to address bias based harm within our school.”

- CPS Administrator

“What I enjoyed most about the bystander intervention lessons is that I learned how to stand up for others and be confident in myself.”

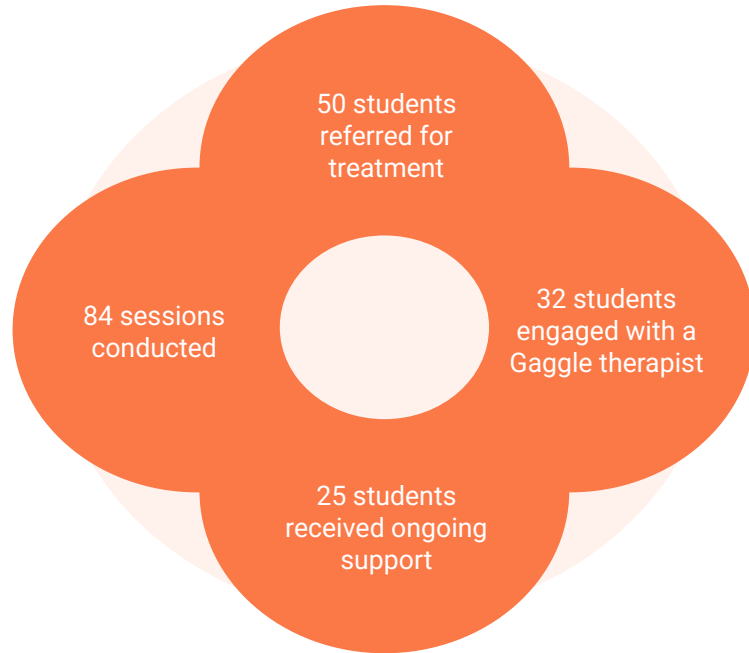
- 9th Grader, Chicago High School for Agricultural Sciences

I enjoyed learning about microaggressions and what they specifically are, I also liked learning about how to decompress a situation where someone is being treated unfairly.

- 6th Grader, Nettlehorst ES



SY25 1st Semester Partnership Snapshot



"I want to thank you so much for your support and all the work you've done to help us get to this point. The future looks so bright for her—she is resilient, and her spirit is much more elevated because of the initiative taken to seek out extended resources. I cannot express enough how much we appreciate you."

-Parent reflection

Questions?

