

Protecting Our Students

Office of Student Protections and Title IX
Equal Opportunity Compliance Office

September 2024
Bi-Annual Update to the Board

Elizabeth Mendoza Browne, Acting Chief Title IX Officer



Chicago
Public
Schools

STUDENT
VOICE AND
ENGAGEMENT

Protecting Our Students: Agenda

- Year in Review: Expanded Training, Prevention, & Awareness in SY24
- Data Review: Reports & Investigations in SY24
 - Student Sexual Misconduct
 - Bias-Based Harm
 - General Staff Misconduct
- SY24 Support, Outcomes & Training
- SY24 Key Takeaways
- Looking ahead to SY25
- Q & A



Year in Review: Training, Awareness and Prevention



Training Expansion in SY24

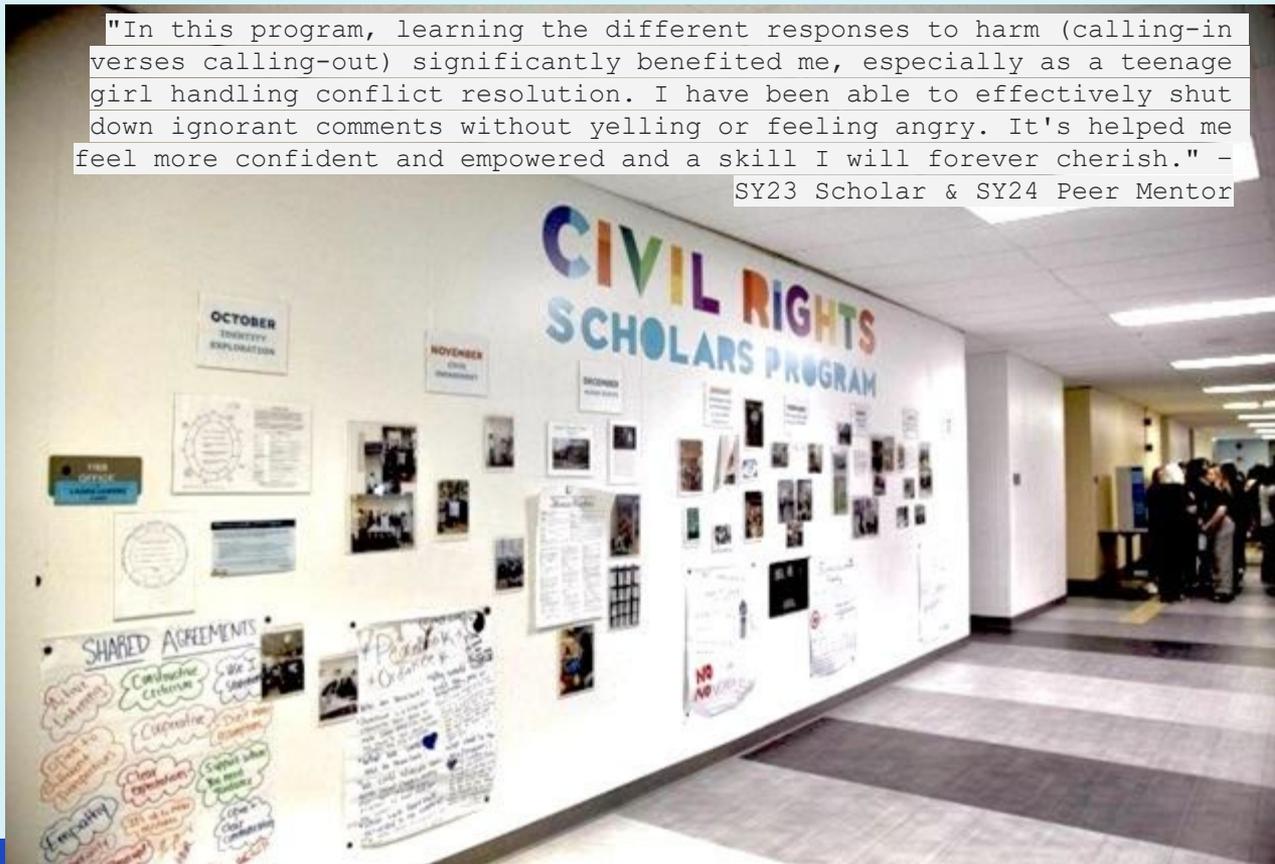
In addition to our annual staff Protecting Chicago Children's training, Title VI for Staff training and our Student OSP training, OSP created additional trainings for staff and students in SY24:

- **The Basics of OSP** –(Staff and Parent Versions available)
Builds on the understanding of healthy and unhealthy relationships for the prevention and intervention of harm
- **The ABCs of OSP: Amends** (Staff and Student Versions available 6-12th).
Builds upon understanding of Accountability and provides guidance for shaping reparative and restorative outcomes.
- **The ABCs of OSP: Belonging** (Staff and Student Versions available 6-12th)
Explore what belonging means and discuss best practices for cultivating that feeling within the classroom and beyond.
- **The ABCs of OSP: Consent** (Staff and Student Versions available 6-12th)
Understand the definition of and the 5 components of consent: Informed, Active, Voluntary, Specific and Ongoing

The new trainings were made available to schools at the beginning of SY24.

Awareness Expansion in SY24

"In this program, learning the different responses to harm (calling-in verses calling-out) significantly benefited me, especially as a teenage girl handling conflict resolution. I have been able to effectively shut down ignorant comments without yelling or feeling angry. It's helped me feel more confident and empowered and a skill I will forever cherish." – SY23 Scholar & SY24 Peer Mentor



OSP started the school year with our 3rd Civil Rights Scholars Cohort, engaging 29 students across District schools in OSP-led sessions throughout SY24.

The program culminated in May with scholars presenting their civil rights projects to parents, peer mentors (new) and OSP staff.

Prevention Expansion in SY24

In collaboration with New Root Learning Institute, Chicago's Prevention Alliance and Parent University, OSP held its **first ever parent workshops** engaging parents in addressing and preventing sexual misconduct and bias-based harm.

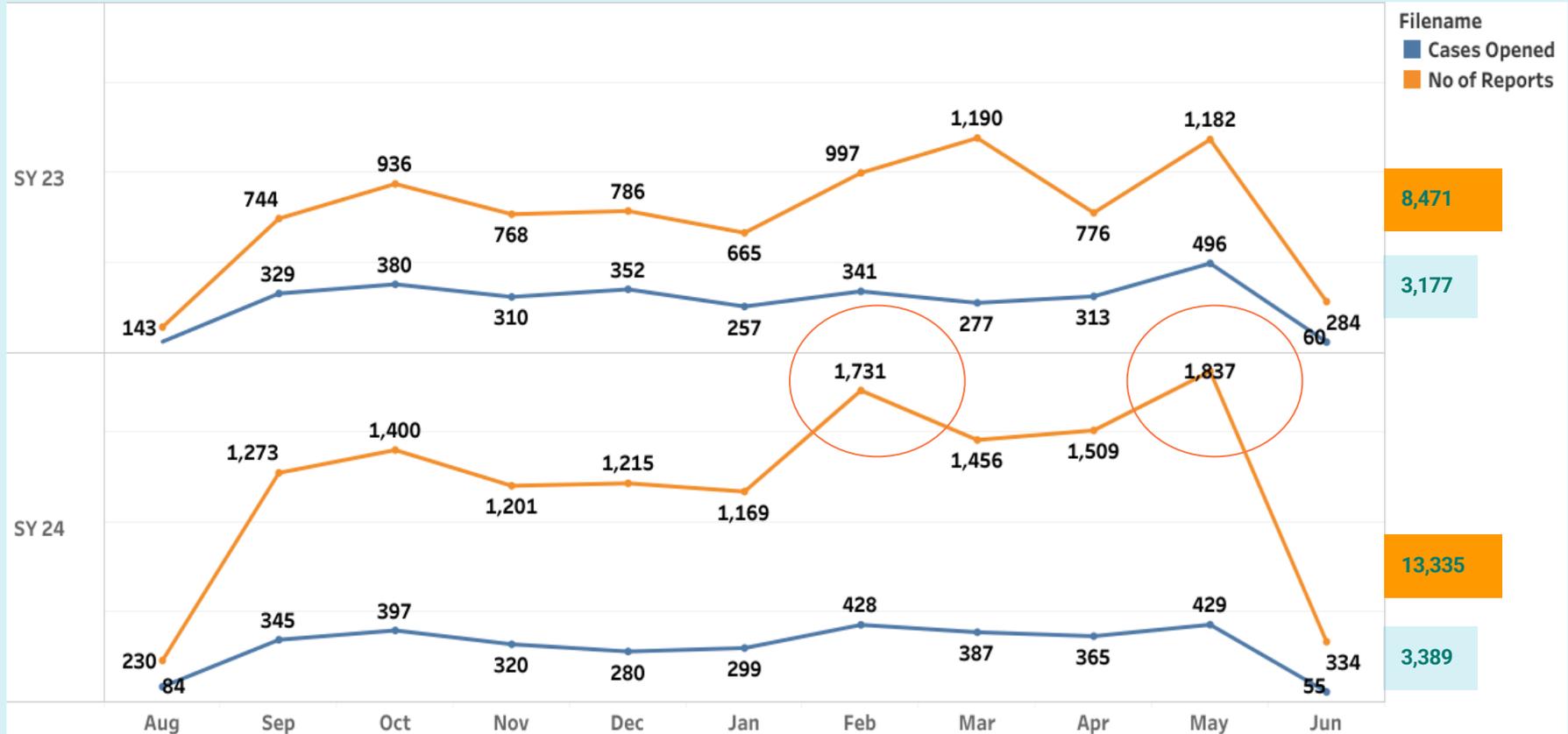
Workshops were held throughout the city to ensure equity in access for our parents.



Data Review: Reports & Investigations in SY24

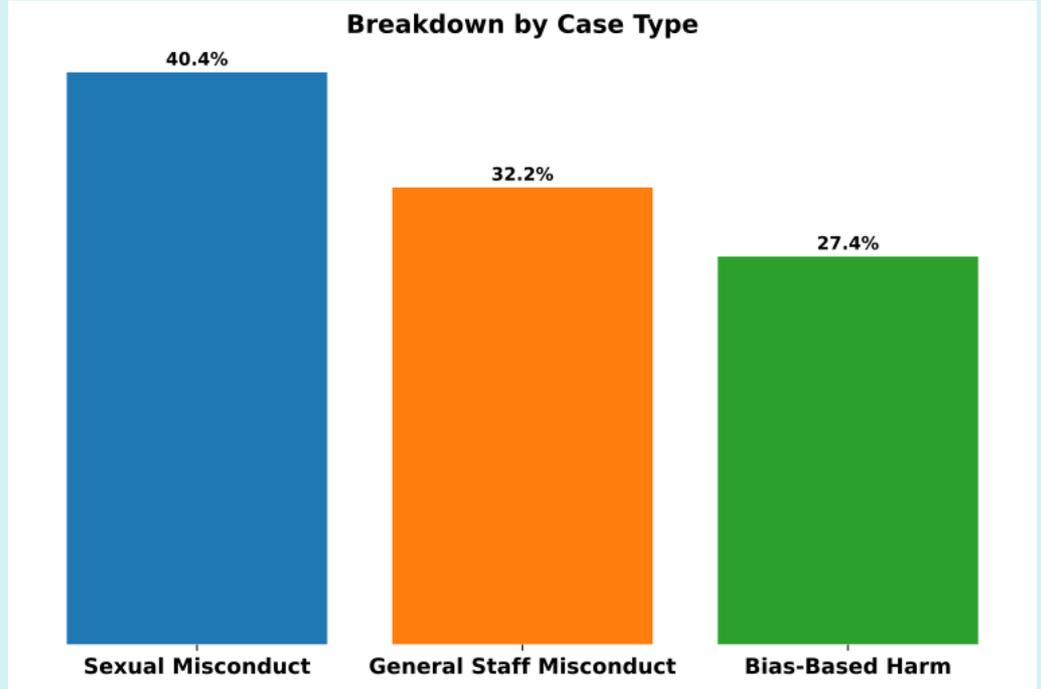


SY24: Reports received vs. Cases opened



SY24: Investigations opened by OSP

The cases opened for investigation by OSP or school administrators were due to alleged violations of Title IX, Title VI, the District's Non-Discrimination Policy or abuse against students.



Student Sexual Misconduct



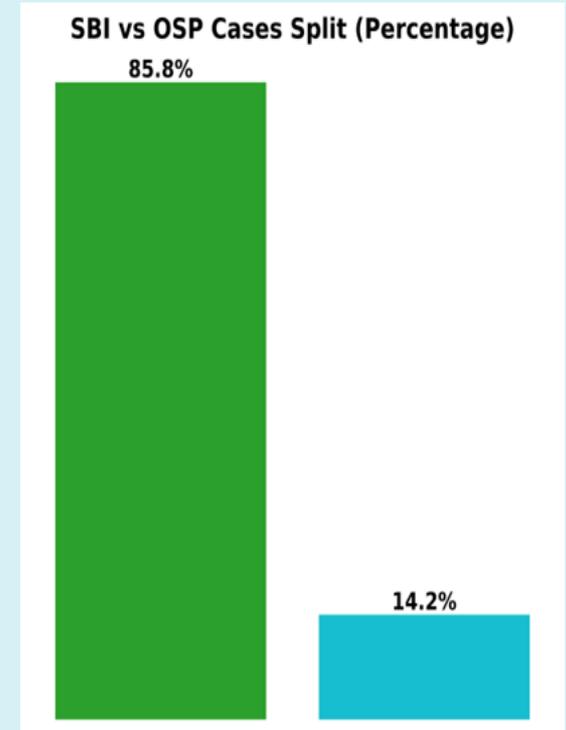
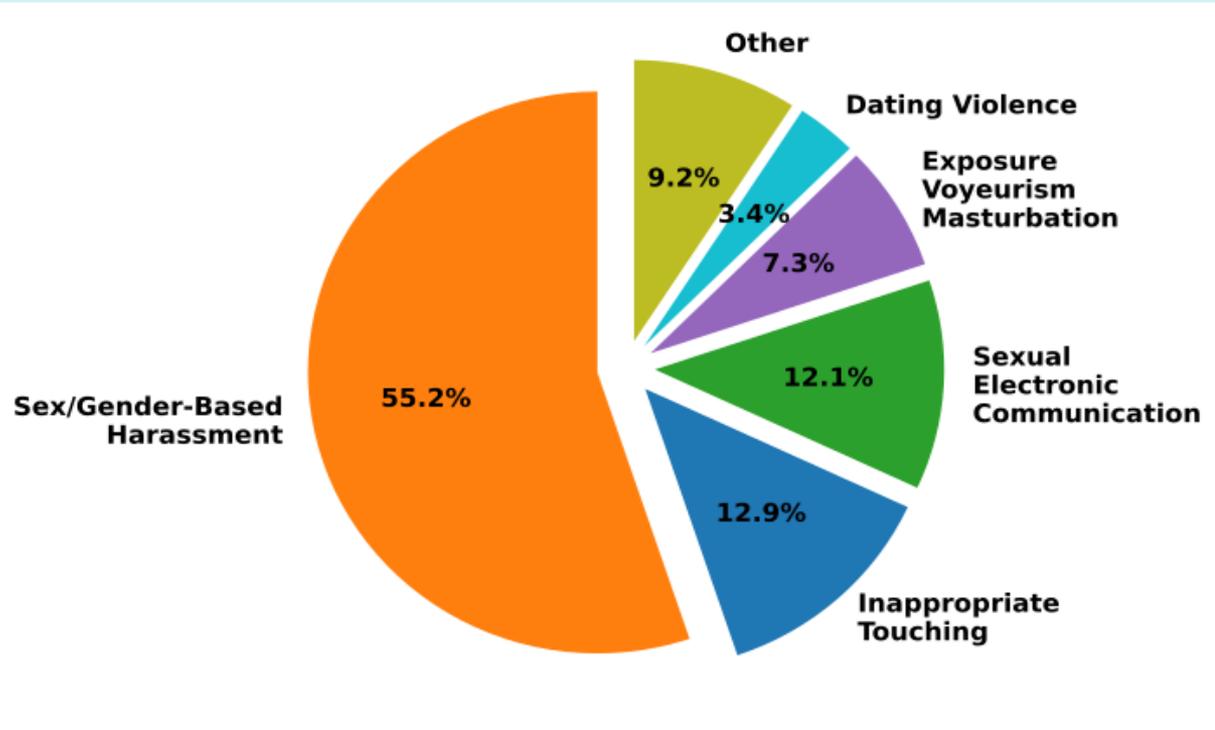
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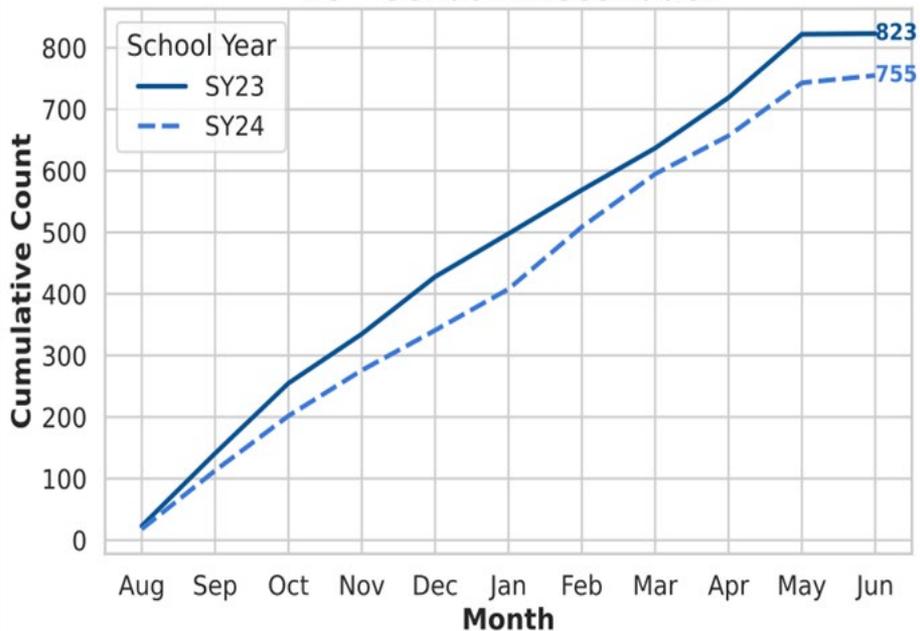
SY24 Student/Student Sexual Misconduct

In SY24, OSP opened 1153 Sexual Misconduct investigations.

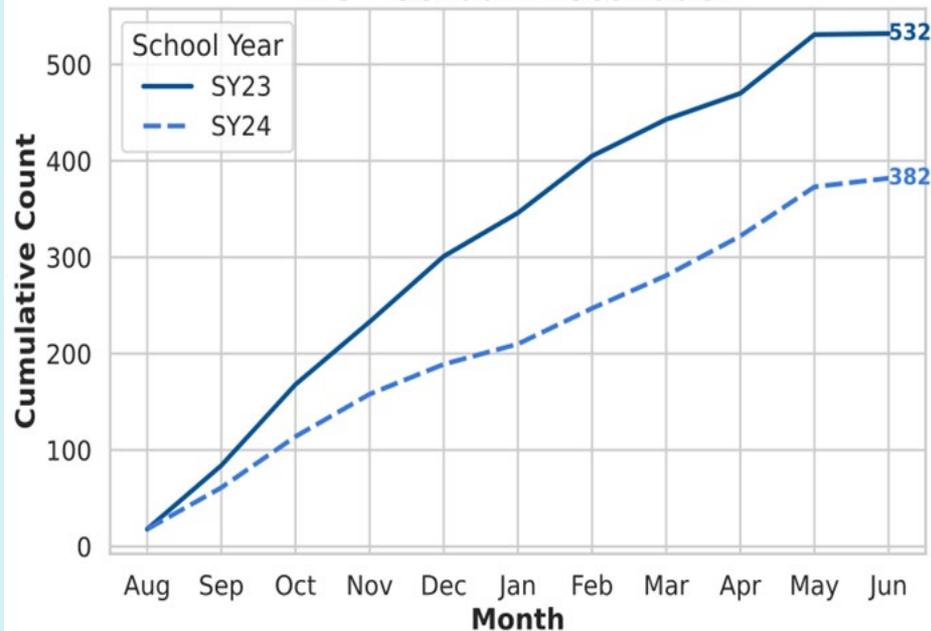


Student Sexual Misconduct Comparison Data

ES - Sexual Misconduct



HS - Sexual Misconduct

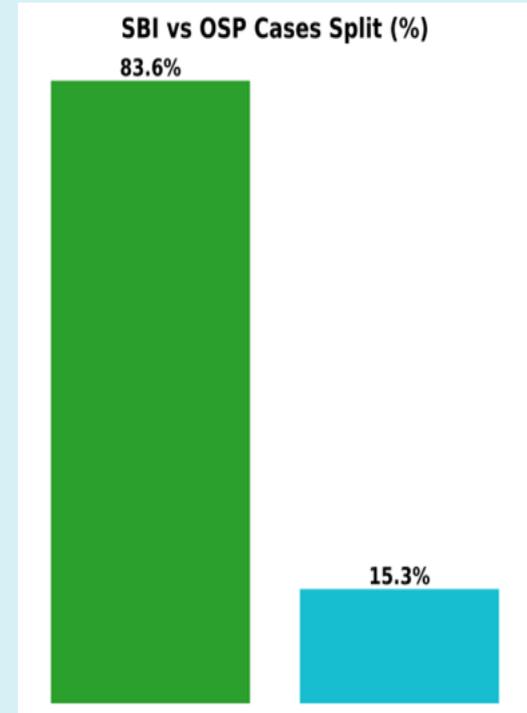
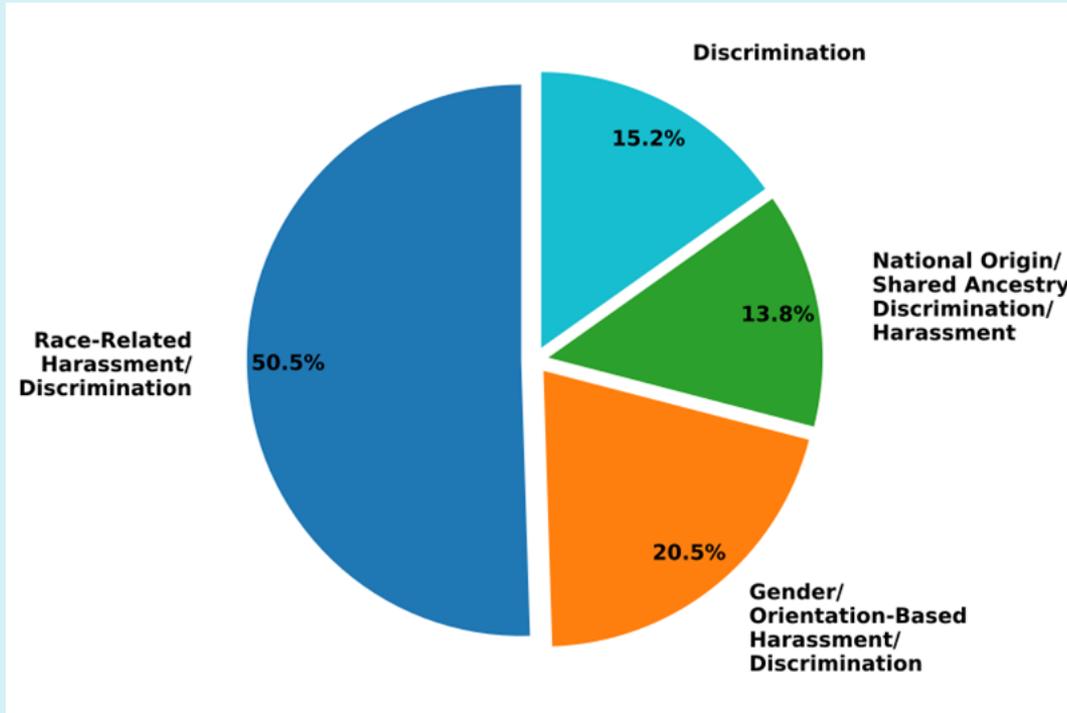


Bias-Based Harm

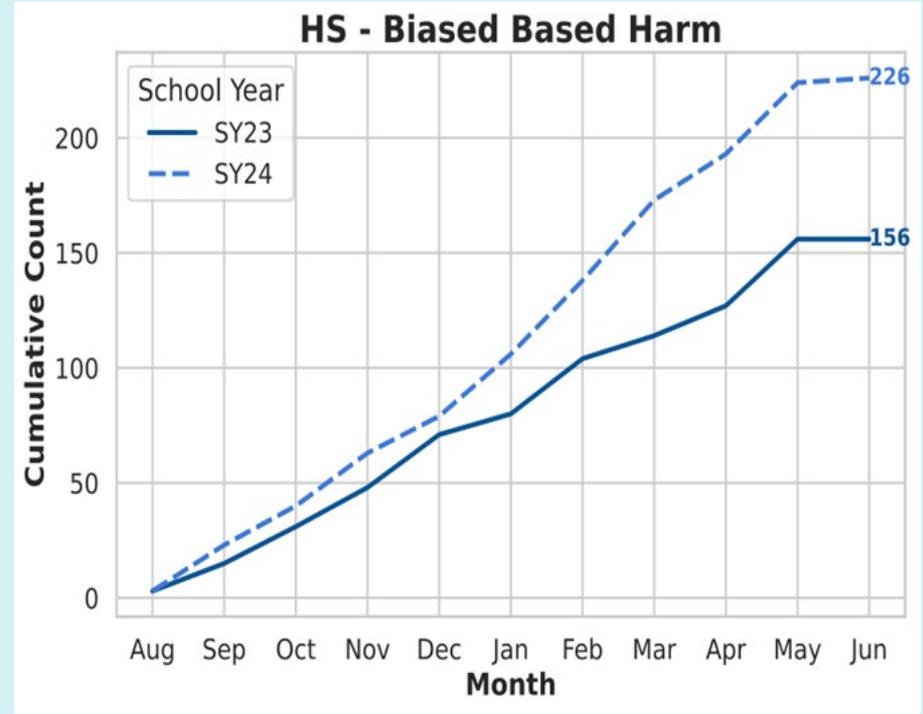
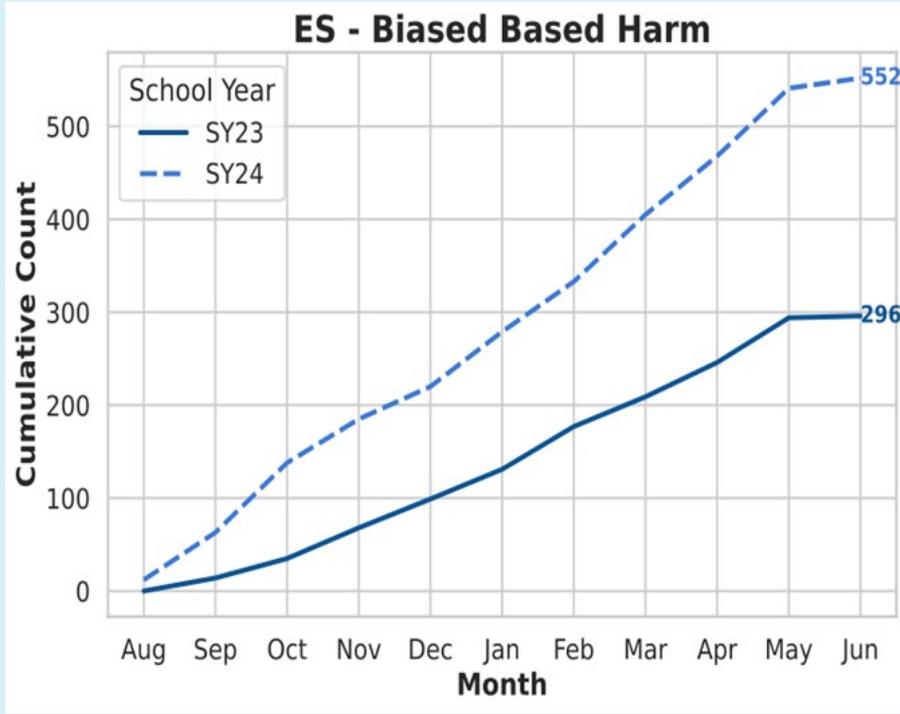


SY24 Bias-Based Harm Overview

In SY24, OSP opened 778 Bias-Based Harm investigations.



Bias-Based Harm Comparison Data

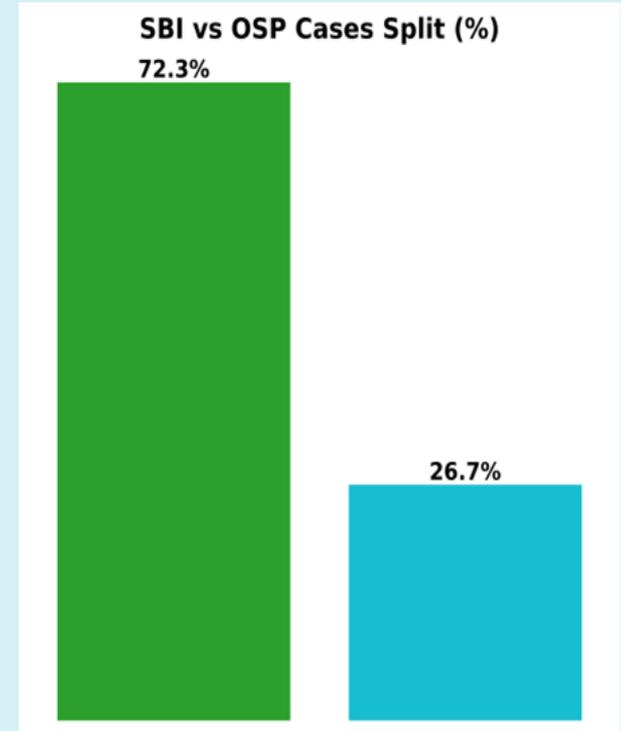
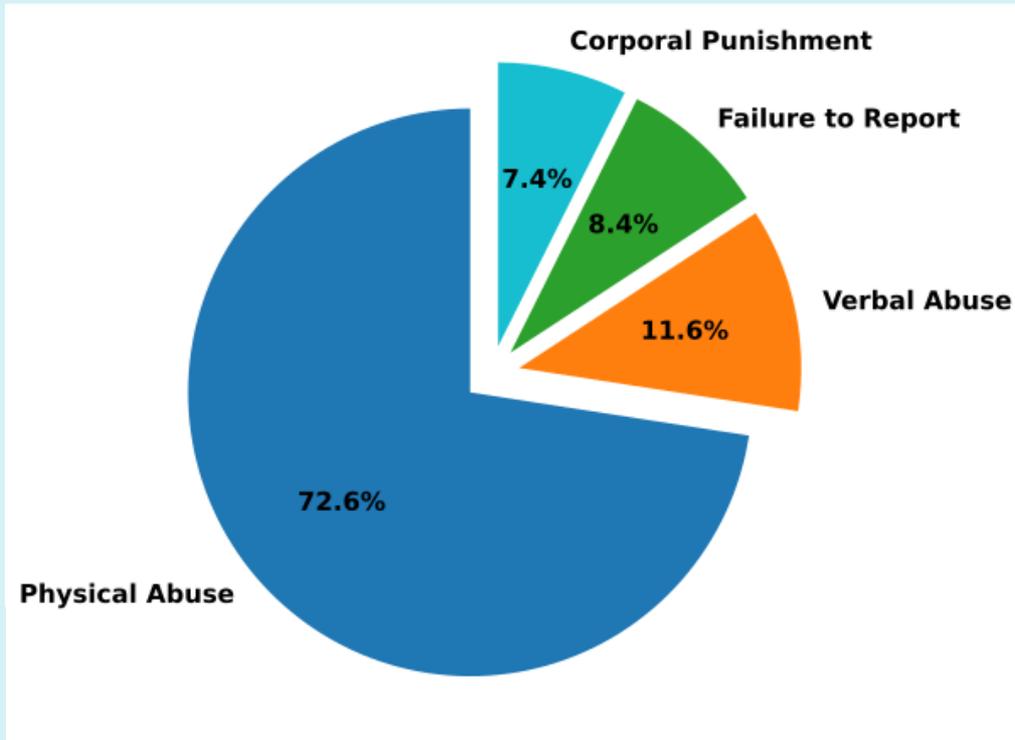


General Staff Misconduct



SY24 General Staff Misconduct

In SY24, OSP opened 912 General Staff Misconduct investigations.



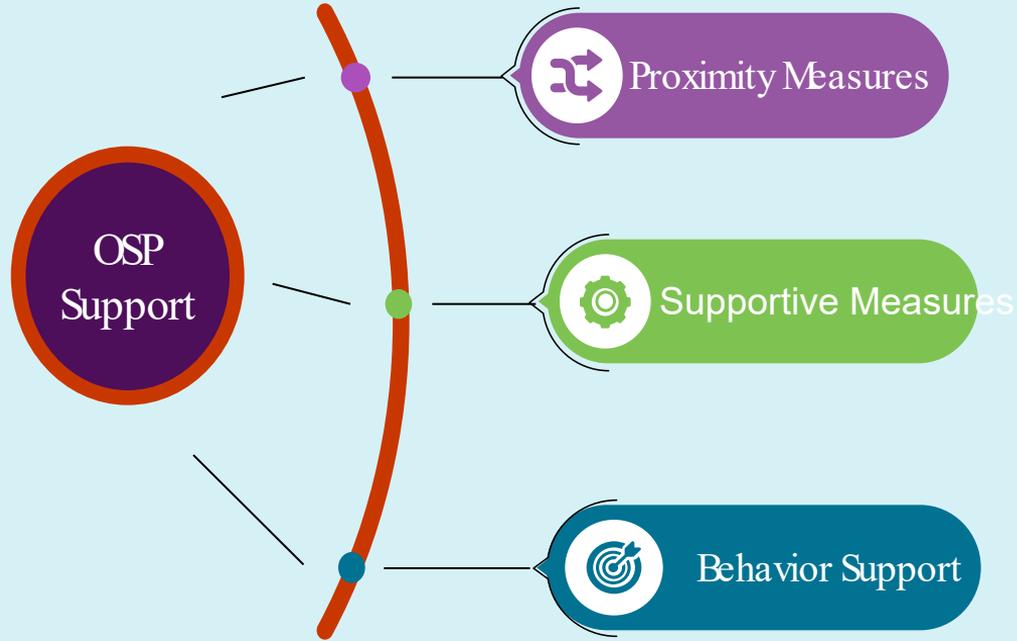
SY24 Year End Review: Support, Outcomes, & Training



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OSP Student Supports: 3389 Cases (OSP, SBI, OIG)

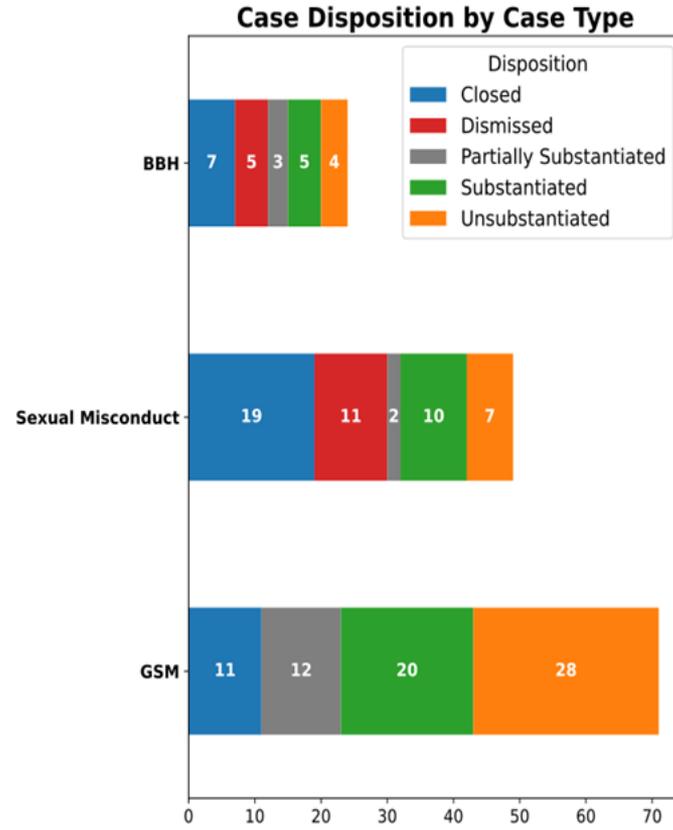
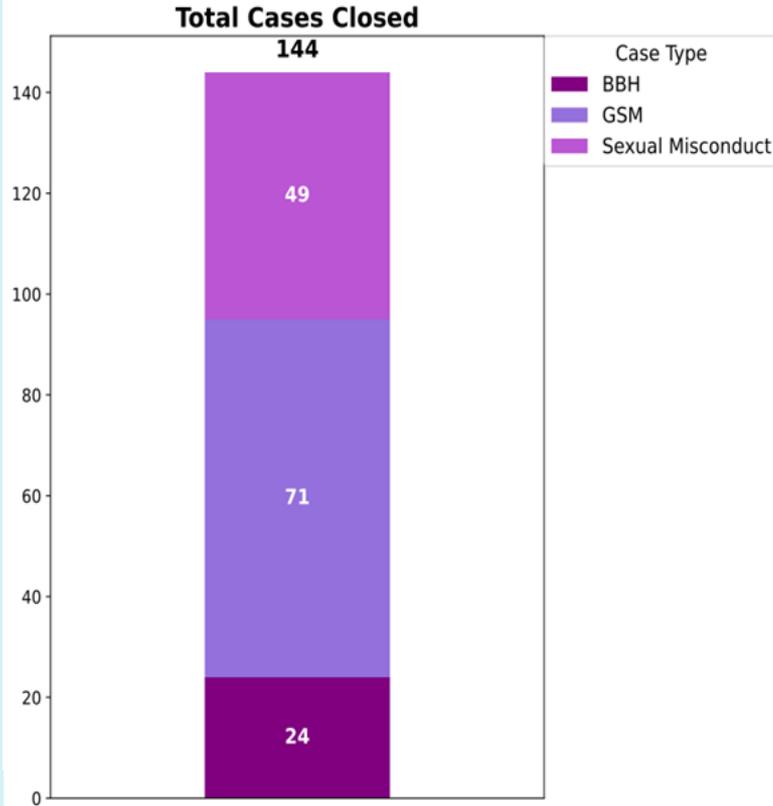


Proximity measures focus on minimizing mental/emotional stressors and the recurrence of the reported behavior and through establishing boundaries, routes, and placement that ensure physical distance between parties. Proximity measures work to create physical safety.

Supportive measures focus more specifically on the mental/emotional wellbeing of students who are party to a report to OSP. Supportive measures include therapeutic interventions, mentor support, structured check-ins, and access to trusted adults. Supportive measures work to ensure students can fully engage in their learning environment.

In cases where a student is exhibiting repeated behaviors it's important that the focus is on decreasing the recurrence of harmful behaviors to ensure all student safety and equitable access to the learning environment. These supports focus on establishing a unified response to behavior, referral to specialized support, and clear boundaries. Behavior support works to ensure ongoing safety.

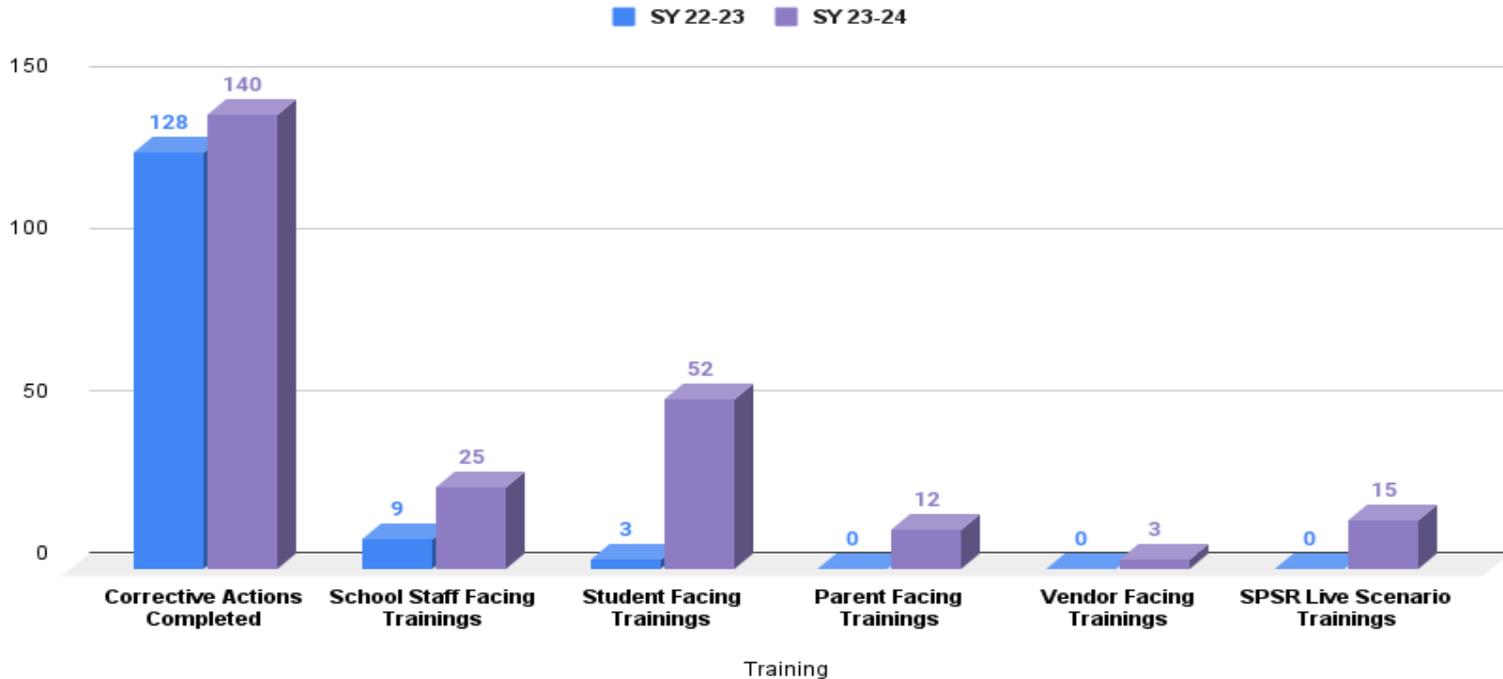
SY24 OSP Case Outcomes



Of the SM cases closed, **27 Title IX cases** were resolved through the **Informal Resolution Process**.

SY24 Year End Training Data

Training and Prevention Data



Year End Experiential Learning: CRIA



“[The trip was an] open and honest invitation to reflect, learn history, and process in our own way about the formation of race and racism in the US. ... I think taking us to the physical spaces in the south was so powerful.”

“I loved everything about this trip. I am trying to figure out how I can extend it to my staff. I used some of what I learned to open my school year and I will forever be changed because of it”

SY24 Key Takeaways

Reports & Cases



- **57% increase** in total reports received
- Only **6.7% increase in cases opened**

- Potential positive correlation to increased training and awareness

S/S Sexual Misconduct



- Trending downward - **16% decrease from SY23**
- HS cases substantially **decreased by 28%**

- Continue prevention efforts, student training available earlier in SY25

Bias-Based Harm



- Overall **67% increase** in BBH
- **Most prevalent** among students in **6th to 9th grades**.

- Consistent with national trends but new training available SY25.

General Staff Misconduct



- Cases **increased by 13%**
- GSM cases primarily involved **6th to 8th graders**.

- Updated PCC Training & revised Board Rule re: Corporal Punishment

Looking ahead to SY25



Awareness for new Title IX Regulations

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.

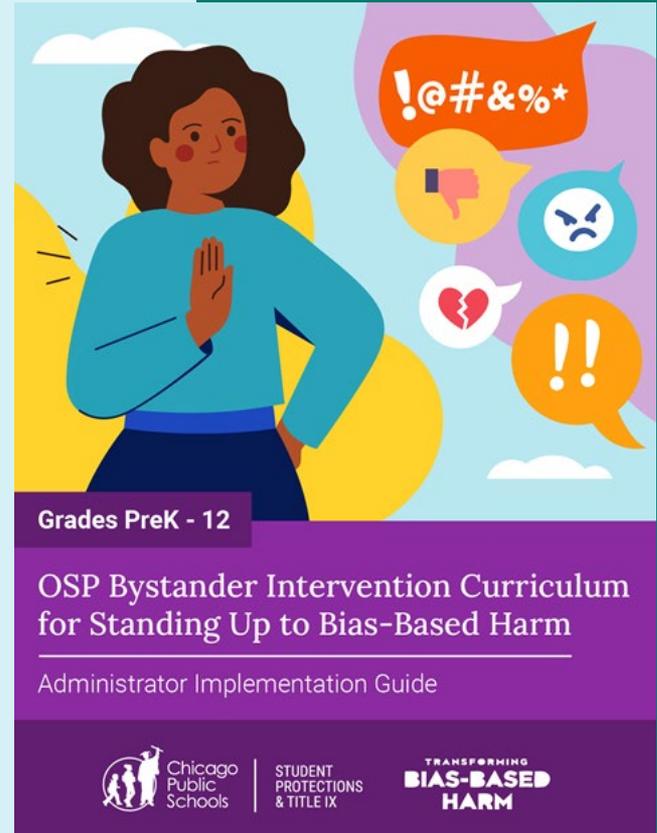
From Policy to Action:

- 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: Answering the Call

- Updated all of mandatory trainings to include new protections under Title IX
- Developed new **PreK - 12 Bystander Intervention Curriculum**
- New Civil Rights Scholars Advisory Council
- Offering [Advanced Training](#) for SPSRs to offer **Informal Resolution for School Based Investigations**
- Created new, engaging 6-8th and 9-12th Universal Student training



SY25: Answering the Call (cont'd)

- First ever **Title VI training for students**
- New **Parent Training** in English and Spanish on how to recognize and report discrimination, harassment and abuse
- New **teletherapy partnership** for OSP impacted students for ongoing mental health support



Questions?



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- [Demographic Data: Sexual Misconduct](#)
- [Demographic Data: Bias-Based Harm](#)
- [Demographic Data: General Staff Misconduct](#)

Appendix 1: Demographic Data

- [Demographic Data: Sexual Misconduct](#)
- [Demographic Data: Bias-Based Harm](#)
- [Demographic Data: General Staff Misconduct](#)

SY24: Student Sexual Misconduct, Demographic Data

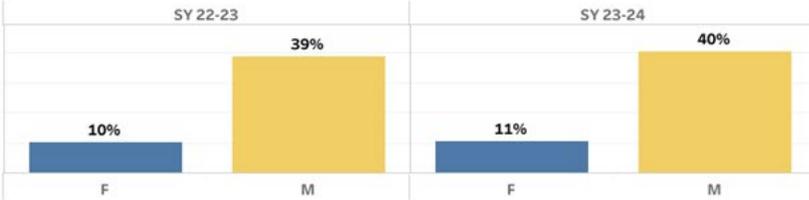


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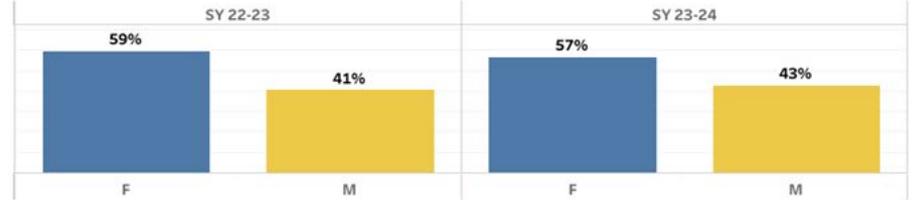


S/S Sexual Misconduct Student Profile

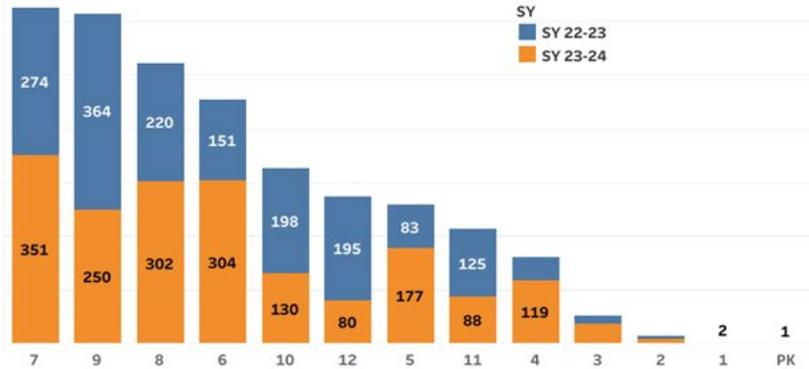
Respondent Gender analysis



Complainant Gender analysis



Respondent Grade analysis



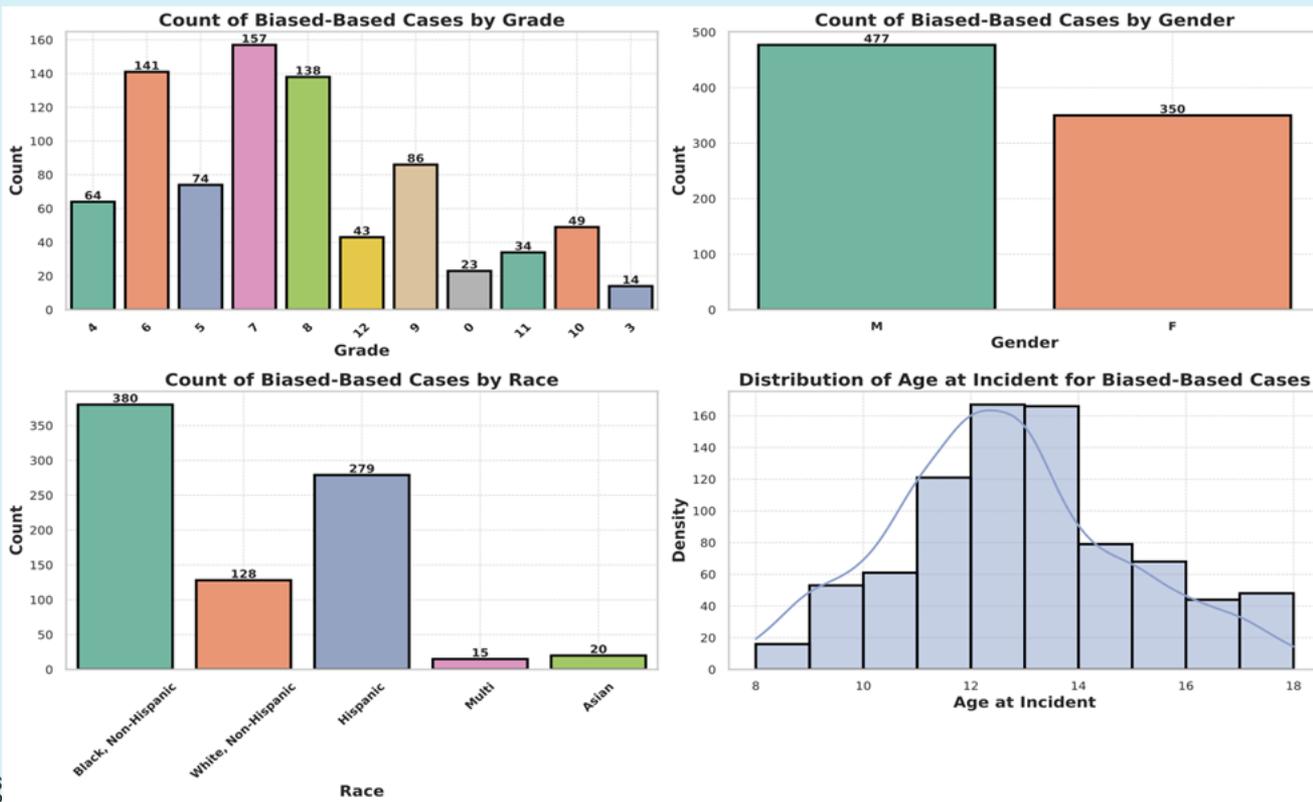
Complainant Grade analysis



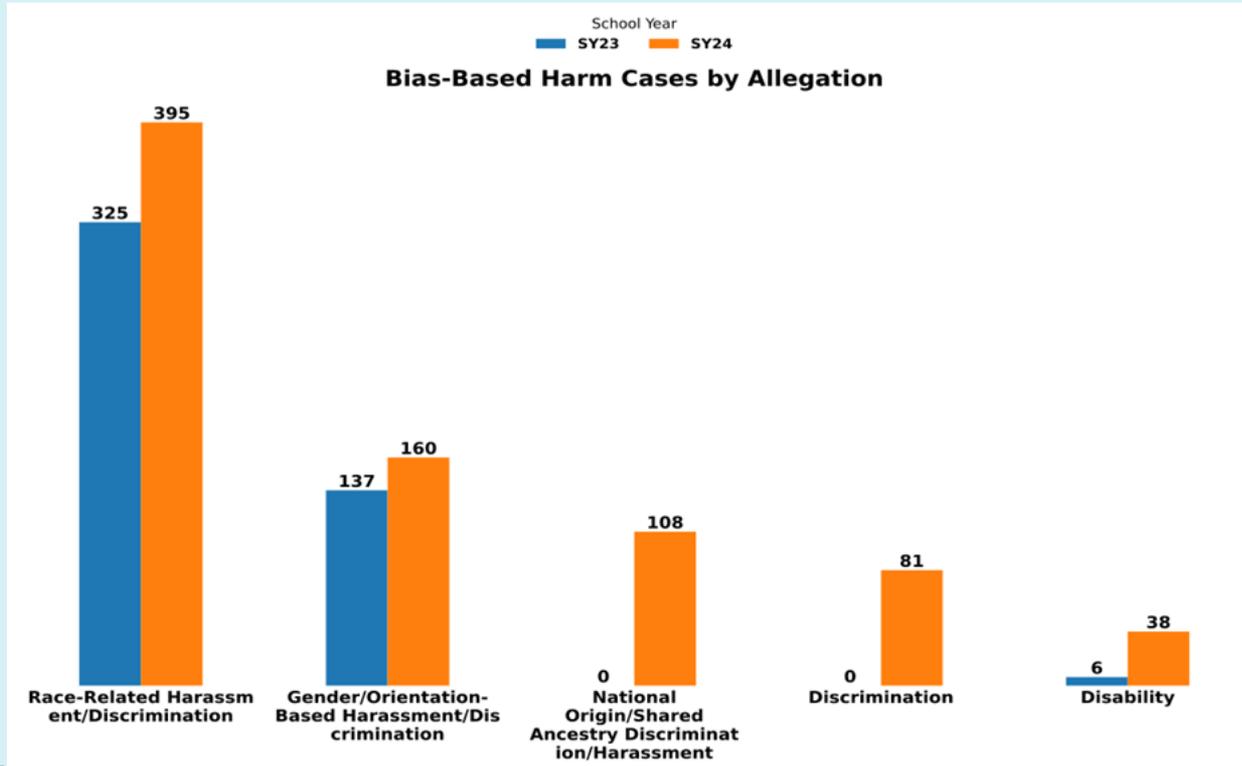
SY24: Bias Based Harm, Demographic Data



Bias-Based Harm Student Profile



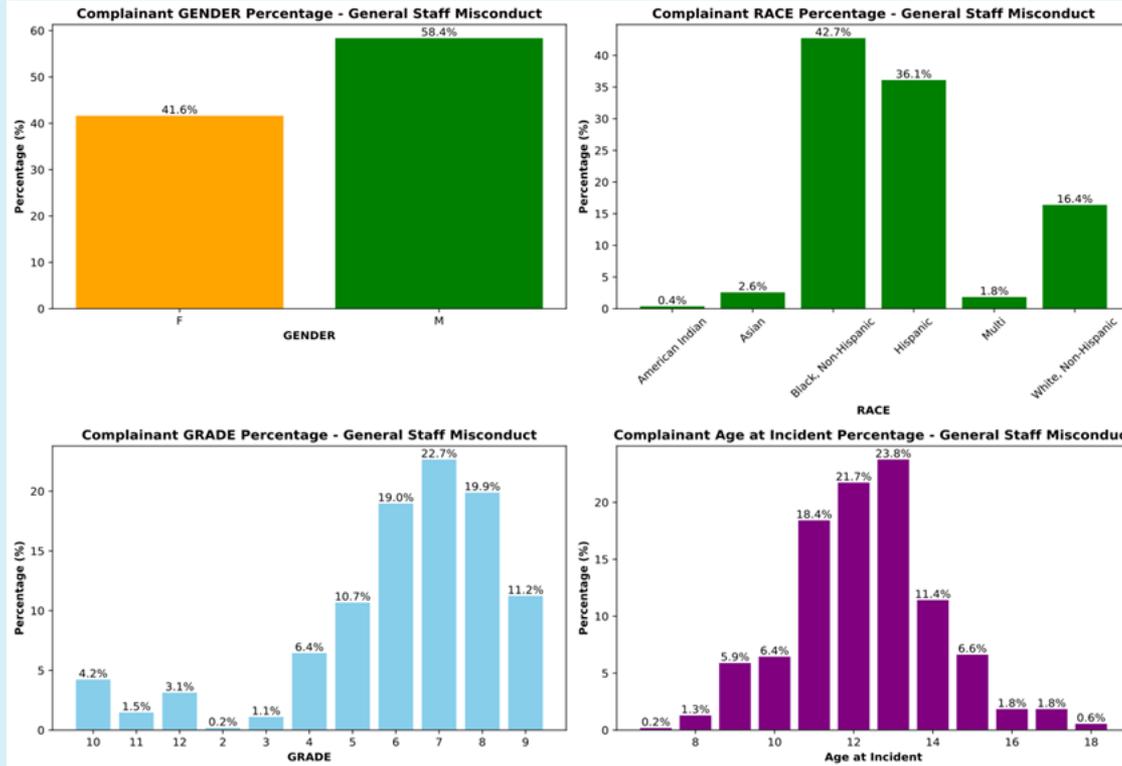
Bias-Based Harm - Allegations by SY Comparison



SY24: General Staff Misconduct, Demographic Data



General Staff Misconduct Student Demographics



Appendix 2: OSP Supports

- [OSP Supports: Potential Proximity Measures](#)
- [OSP Supports: Potential Supportive Measures](#)
- [OSP Supports: Potential Behavior Supports](#)

Potential Proximity Measures

- Classroom changes
- Emergency Removal
- Increased Adult Supervision
- Line Position
- Lunch Seating & Planning
- Recess Planning
- Seating Changes
- Specials Accommodations
- Transition Plans
- Structured Bathroom Breaks



Potential Supportive Measures

- BHT Referral
- Mentor Support
- OSP Partner Referral
- Safe Space Breaks
- School Counselor Support
- School Mental Health Partner Referral
- Silent Pass
- School Social Worker Support
- Trusted Adult Check-ins



Potential Behavior Support

- Behavior Intervention Plan Development Recommendation (BIP)
- Behavior Support Plan
- Check-In/Check-Out
- Corrective Action Training*
- Intensive Outpatient Program Referral
- Modify Existing BIP
- No Contact Order
- Problematic Sexualized Behavior Treatment Program Referral

