

OIG INVESTIGATIONS OF SEXUAL ALLEGATIONS

Presentation to the Board of Education of the City of
Chicago

September 20, 2023



Chicago Board of Education • Office of Inspector General

CPS OIG: Sexual Allegations Unit

The **Sexual Allegations Unit (SAU)**. Established in 2018, the SAU investigates allegations of adult-on-student sexual misconduct by CPS-affiliated adults.

The SAU is the nation's only independent investigative body with jurisdiction over these complaints involving K-12 school-based staff and students.

CPS OIG: Sexual Allegations Unit

The OIG conducts thorough and impartial investigations of all sexual misconduct allegations. The SAU also takes complaints that, on their face, may not clearly allege sexual conduct, but raise concerns about grooming and similar misconduct. Each complaint is assessed and fully investigated if appropriate.

DCFS and CPD investigate some, but not all, of the allegations handled by the SAU. While the SAU collaborates with these entities, it operates independently and addresses potential violations of CPS policies in addition to alleged criminal misconduct.

Vigilant Reporting Protects Students

Since 2018, CPS has implemented new policies and training for staff, parents, and students relating to sexual misconduct and maintaining appropriate boundaries with students.

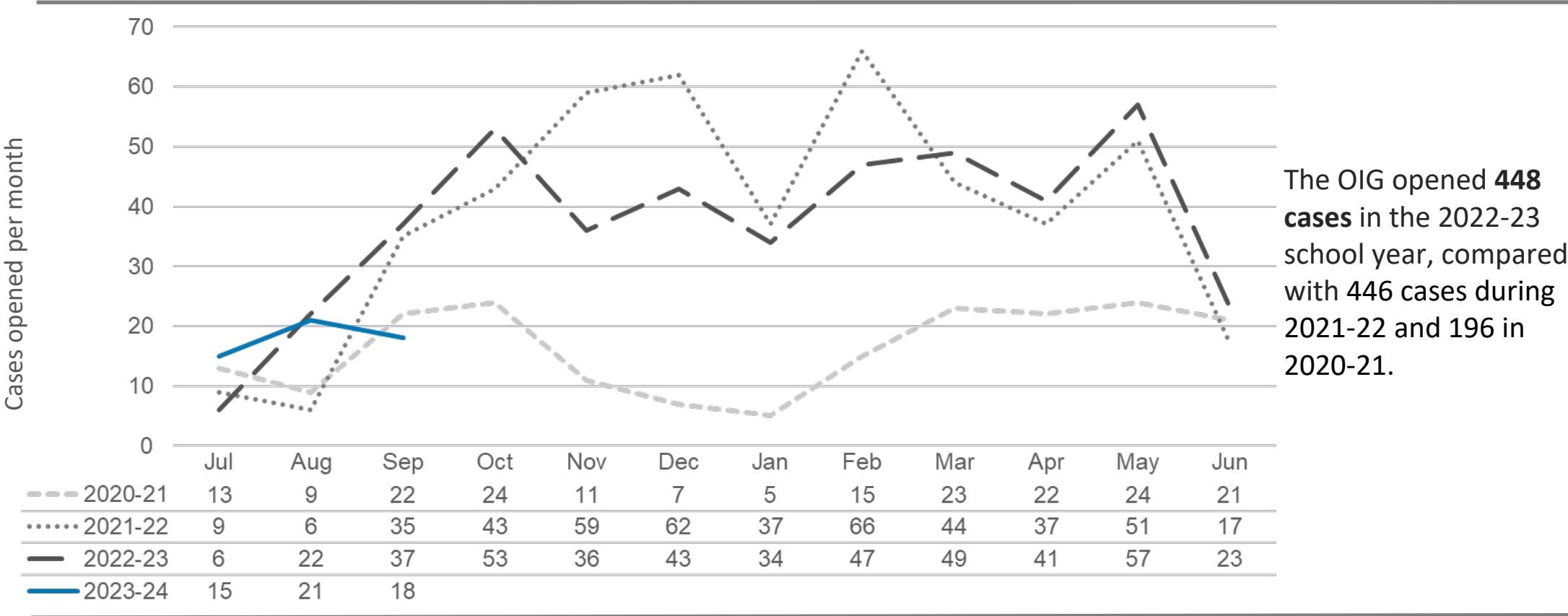
The SAU's complaint volume indicates that CPS stakeholders are identifying and reporting their concerns.

The SAU has received over 2,000 complaints in 5 years.

CASES OPENED PER MONTH

OIG SAU Case Intake Per Month

Cases opened July 1, 2020– September 12, 2023



CONTINUED PROGRESS

The OIG has implemented strategic, data-based solutions to effectively manage and prioritize the SAU's cases, while maintaining the quality of investigations and student safety.

These efforts include creating teams to triage certain complaints, and handle Title IX investigations and those involving pulled staff members.

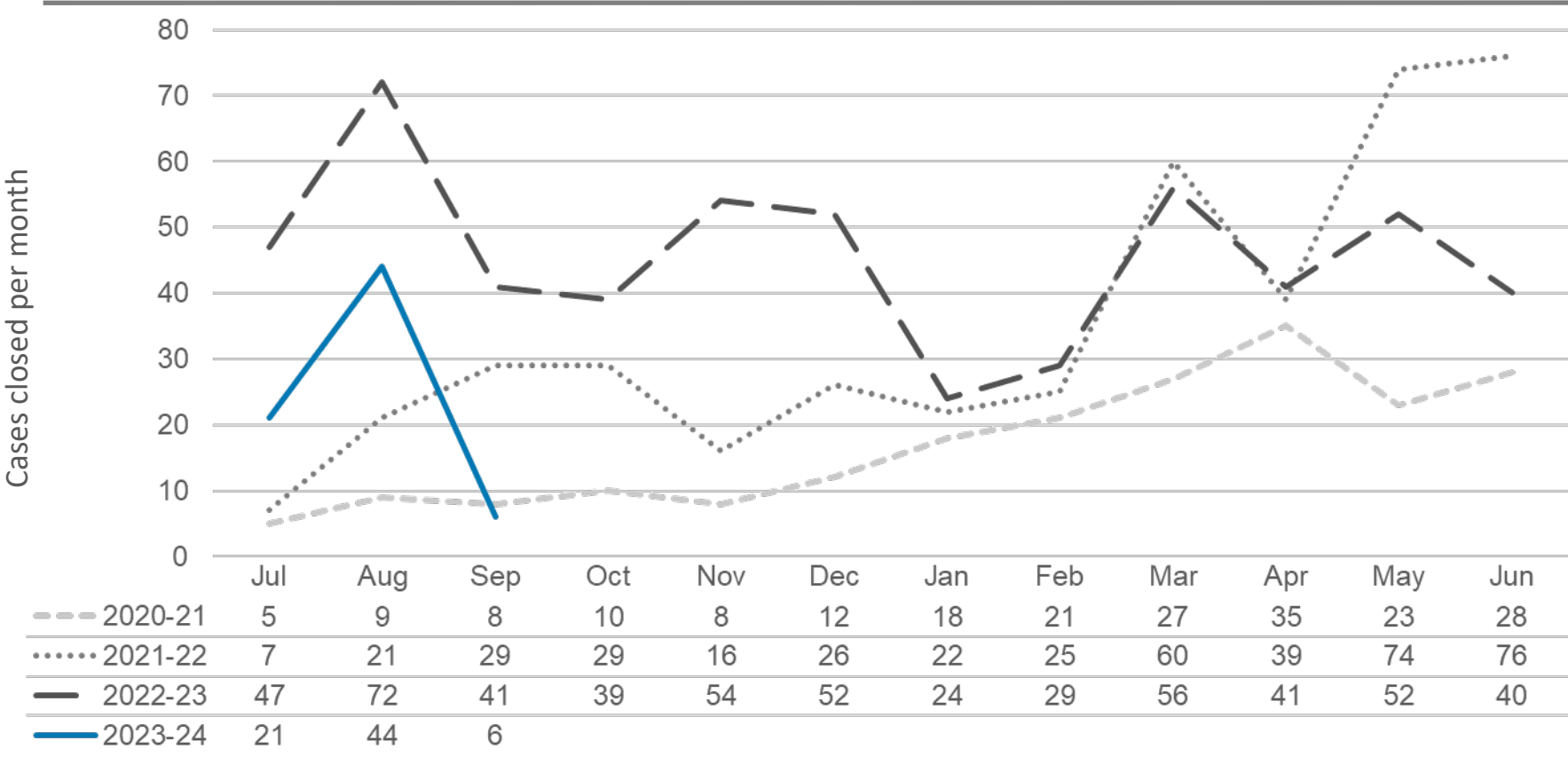
The OIG has also increased referrals to appropriate CPS departments; for example, where timely training is appropriate to address an allegation or an OIG investigation is not warranted.

- From July 2022 to July 2023, the SAU's caseload decreased by over **100 cases**.

CASES CLOSED PER MONTH

OIG SAU Case Closures Per Month

Cases Closed July 1, 2020 – September 12, 2023



The OIG closed **547 cases** in the 2022-23 school year, compared with 423 cases during the same period in 2020-21 and 204 in 2019-20.



CURRENT CASE INVENTORY

As of September 12, 2023 the OIG had 225 active investigations and had substantially completed investigating an additional 120 cases.

This includes 14 Title IX sexual harassment investigations involving a formal complaint of adult-to-student sexual harassment under current Title IX regulations.

SUBSTANTIATED FINDINGS

OIG cases closed October 1, 2018 — August 31, 2023

From October 2018 through August 2023 the OIG has:

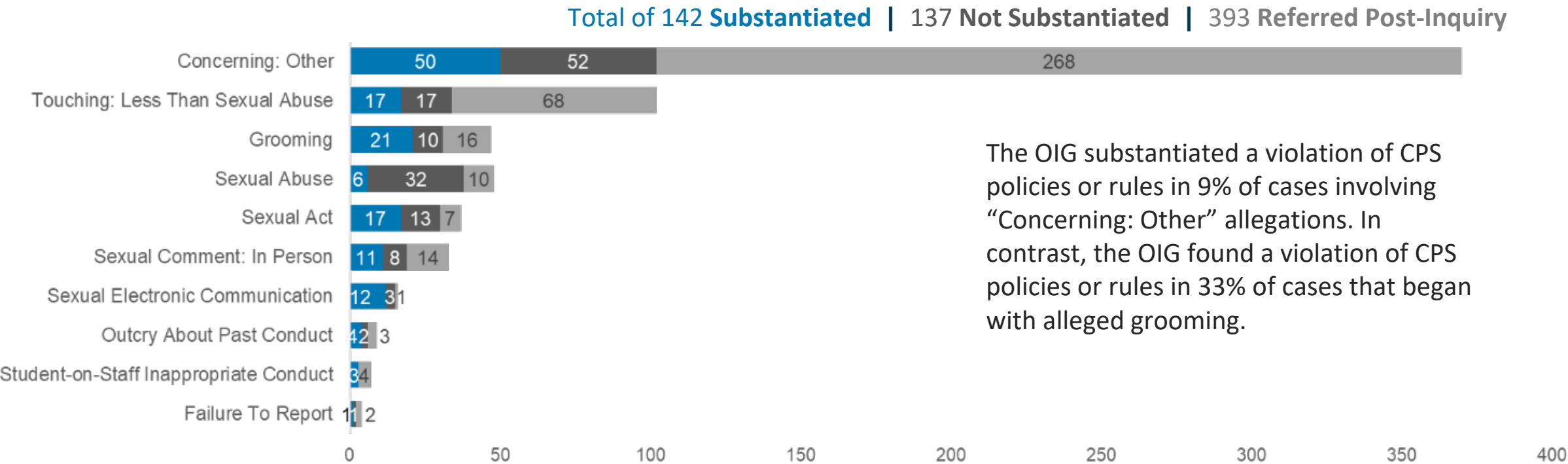
- Closed 1,700 investigations; and
- Substantiated CPS policy violations in 351 of those cases, ranging from unprofessional conduct to serious sexual misconduct.

OIG CLOSED CASES

OIG cases closed July 1, 2021 — June 31, 2023

Investigation Outcomes: Categorized by Initial Allegation

Cases closed July 1, 2021 – June 30, 2023



The OIG substantiated a violation of CPS policies or rules in 9% of cases involving “Concerning: Other” allegations. In contrast, the OIG found a violation of CPS policies or rules in 33% of cases that began with alleged grooming.

Additionally, the OIG administratively closed or issued informational reports in 298 other investigations. A case is “substantiated” when a preponderance of the evidence establishes a violation of CPS policies or standards of conduct.



SEXUAL MISCONDUCT FINDINGS

OIG cases closed October 1, 2018 — August 31, 2023

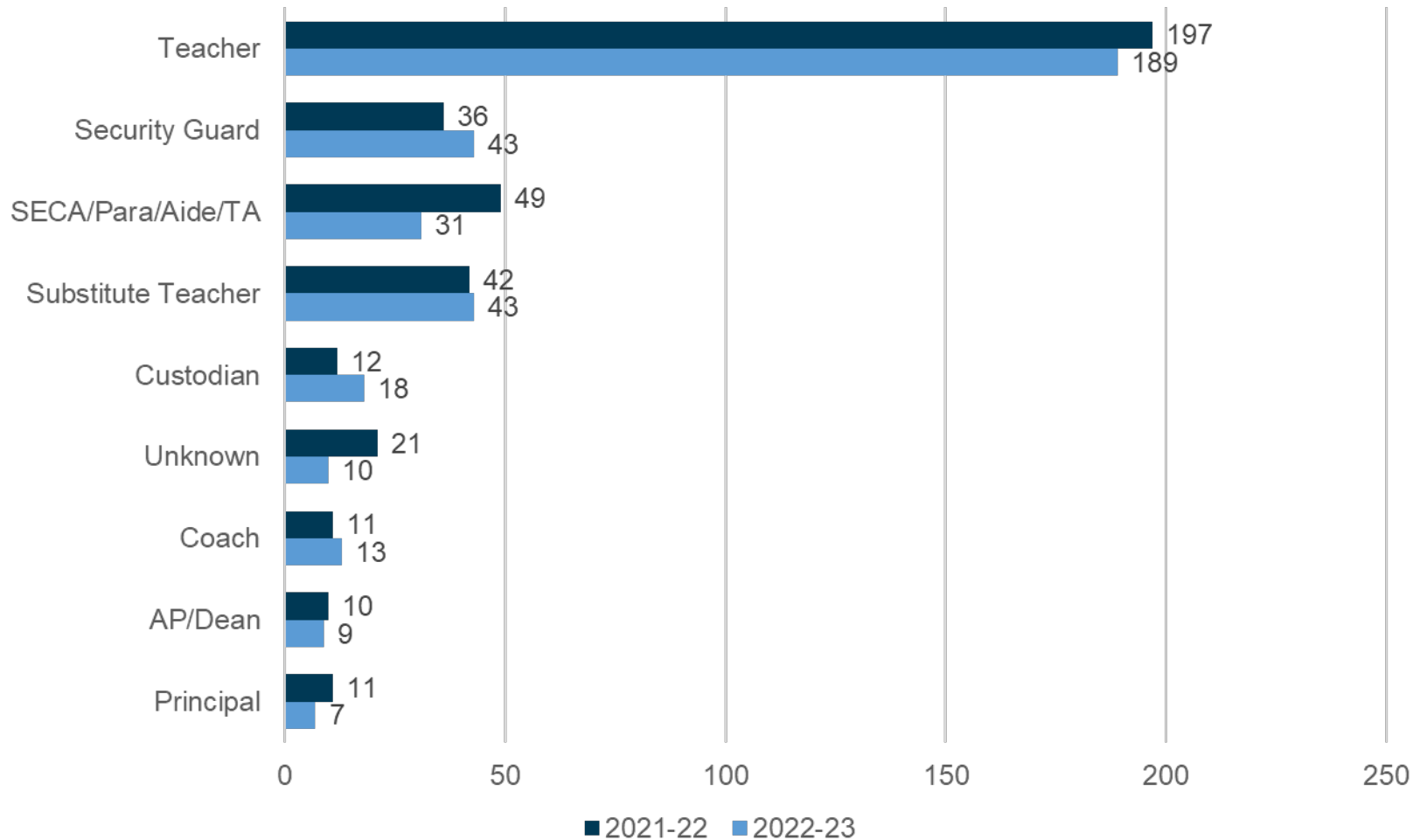
Finding

Sexual Act	22
Sexual Abuse	17
Grooming	11
Sexual Comment: In Person	25
Sexual Electronic Communication	21
Touching: Less Than Sexual Abuse	39

- In the last 5 years, the OIG has substantiated sexual misconduct in 135 investigations.
- 18 of these began with complaints that, on their face, did not allege sexual conduct and the OIG's investigation revealed more serious misconduct.

ALLEGATIONS BY SELECT JOB CATEGORY

Comparison to Previous Fiscal Year



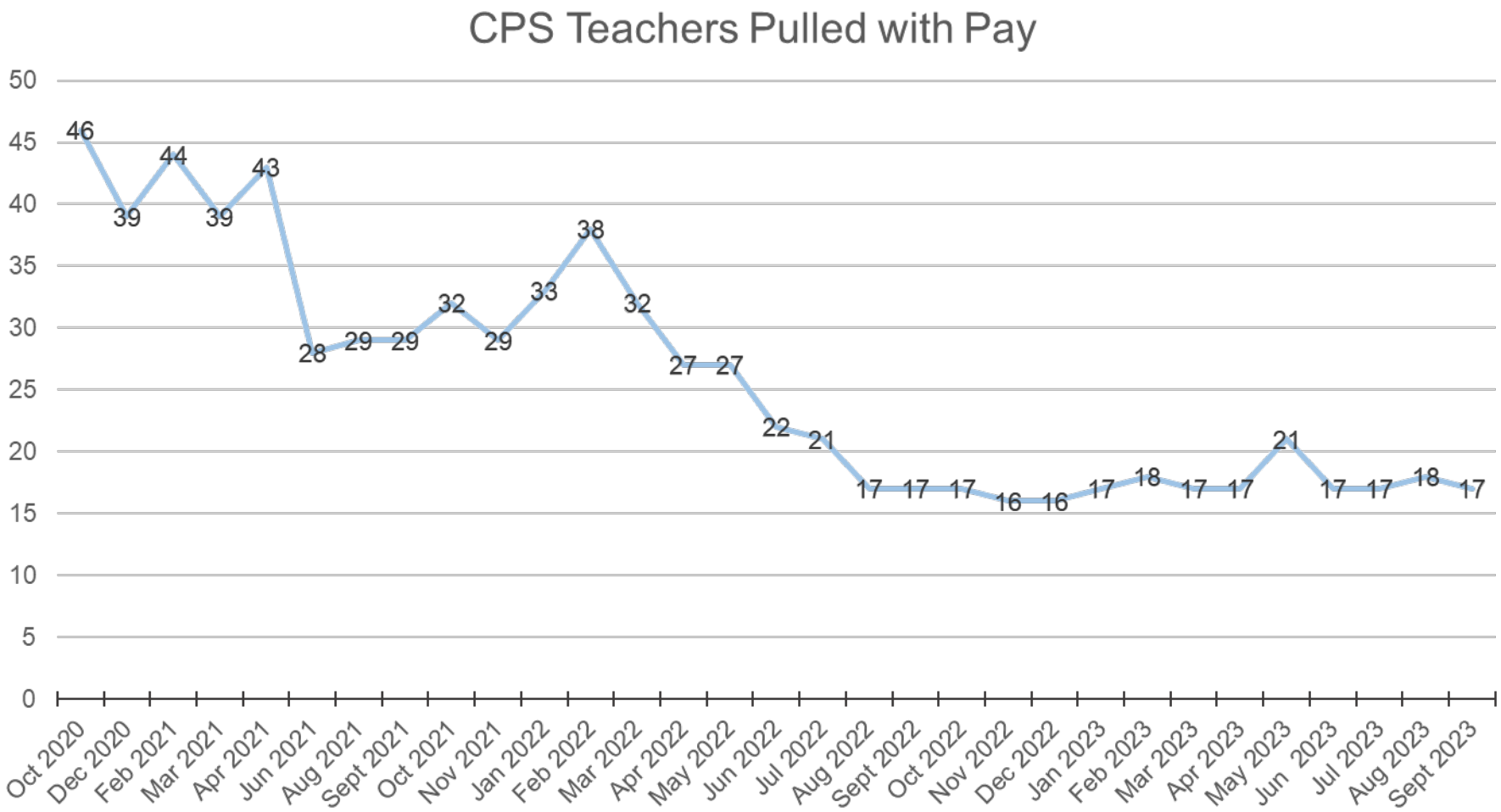
Allegations against the [SECA/Para/Aide/TA](#) category fell somewhat. In FY21-22, these allegations represented [10.43%](#) of all allegations, in FY22-23 they represented [6.92%](#).

Allegations against the [Security Guard](#) category rose slightly. In FY21-22, these allegations represented [7.66%](#) of all allegations, in FY22-23 they represented [9.60%](#). Historically, these allegations have represented [9.57%](#) of all allegations in FY20-21 and [8.60%](#) in FY19-20.

PERSONNEL ACTIONS

Pulled or Blocked	As of September 12, 2023, 28 CPS staff were pulled with pay in connection with an open OIG investigation, including 17 CPS teachers. So far in the 2023-24 Fiscal Year, 7 individuals were pulled or blocked following an OIG recommendation. In addition, 13 CPS staff remain pulled with pay subsequent to the closing or referral of an OIG SAU case, however certain of these individuals are currently under investigation for subsequent allegations. Additionally, 6 substitute teachers are currently blocked.
Reinstated	So far in the 2023-24 Fiscal Year, 6 individuals who were pulled or blocked were reinstated either based on the OIG's recommendation, or after the conclusion of the OIG's investigation.
Fired or resigned/retired	3 individuals who were subjects of an OIG investigation were fired or resigned/retired so far in the 2023-24 Fiscal Year.

PULLED CPS TEACHERS



Currently there are 17 active investigations of allegations involving CPS teachers pulled with pay and 12 cases that are in the report writing process including 3 cases designated as Title IX.

During the current fiscal year, 1 district teacher has been pulled with pay and 2 teachers have been reinstated.



OIG SEXUAL ALLEGATION CATEGORIES

Sexual Act	Penetration
Sexual Abuse	Physical conduct for sexual gratification, e.g., groping, fondling
Sexual Comment — In Person	Unambiguously sexual comment to student
Grooming	Actions to break down inhibitions for the purpose of sexual conduct
Sexual Electronic Communication (“Sexting”)	Sexual text messages, emails, or other communications
Touching—Less than Sexual Abuse	Touching of a possible (not obvious) sexual nature
Concerning: Other*	Leering, “creepy” behavior or other potentially concerning behavior
Student-on-Staff Inappropriate Conduct	Student behavior toward a staff member (now addressed by EOCO)
Outcry About Past Conduct	Recent outcry about allegations from several years ago

*Starting in School Year 2023-24, the **Concerning: Other** category includes more specific subcategories of misconduct.



OIG SEXUAL ALLEGATION CATEGORIES

Concerning: Boundary-Crossing Comment(s)	Overly-familiar but non-sexual comments or communications
Concerning: Electronic Communication	Non-sexual text messages, emails, or other communications
Concerning: Individual Gift-Giving	Giving item(s), food, money, or other gifts to a student
Concerning: Making Student(s) Uncomfortable/Other	Non-specific allegations of student discomfort, “creepy” behavior, or other potentially concerning behavior
Concerning: Staring/Leering	Staring or leering at a student(s)
Concerning: Undue Attention/Overly Familiar Behavior	Interactions with a student(s) that exceed appropriate staff-student boundaries in frequency or type
Concerning: Unauthorized Transporting Student(s)	Transporting students in a personal vehicle without parental and administrative approval
Concerning: Viewing/Sharing Sexual Media	Viewing sexual media in a school setting or sharing sexual media with a student(s)

Office of Inspector General
(833) TELL-CPS
sexallegation@cpsoig.org

