

OIG INVESTIGATIONS OF SEXUAL ALLEGATIONS

Presentation to the Board of Education
of the City of Chicago

February 22, 2024



Chicago Board of Education • Office of Inspector General

Increase in Allegations During FY23-24

- The OIG has received 308 complaints from July 1, 2023 to February 15, 2024, and has closed 195 cases.
- This number of complaints is a 12% increase from the same time frame last year, when we opened 275 allegations through the end of February 2023.
- January and February have been particularly busy, with 92 complaints received (3.4 per school day).
- We've seen a lot of serious allegations as well, with a total of 19 staff pulled since January (compared to 9 last school year).



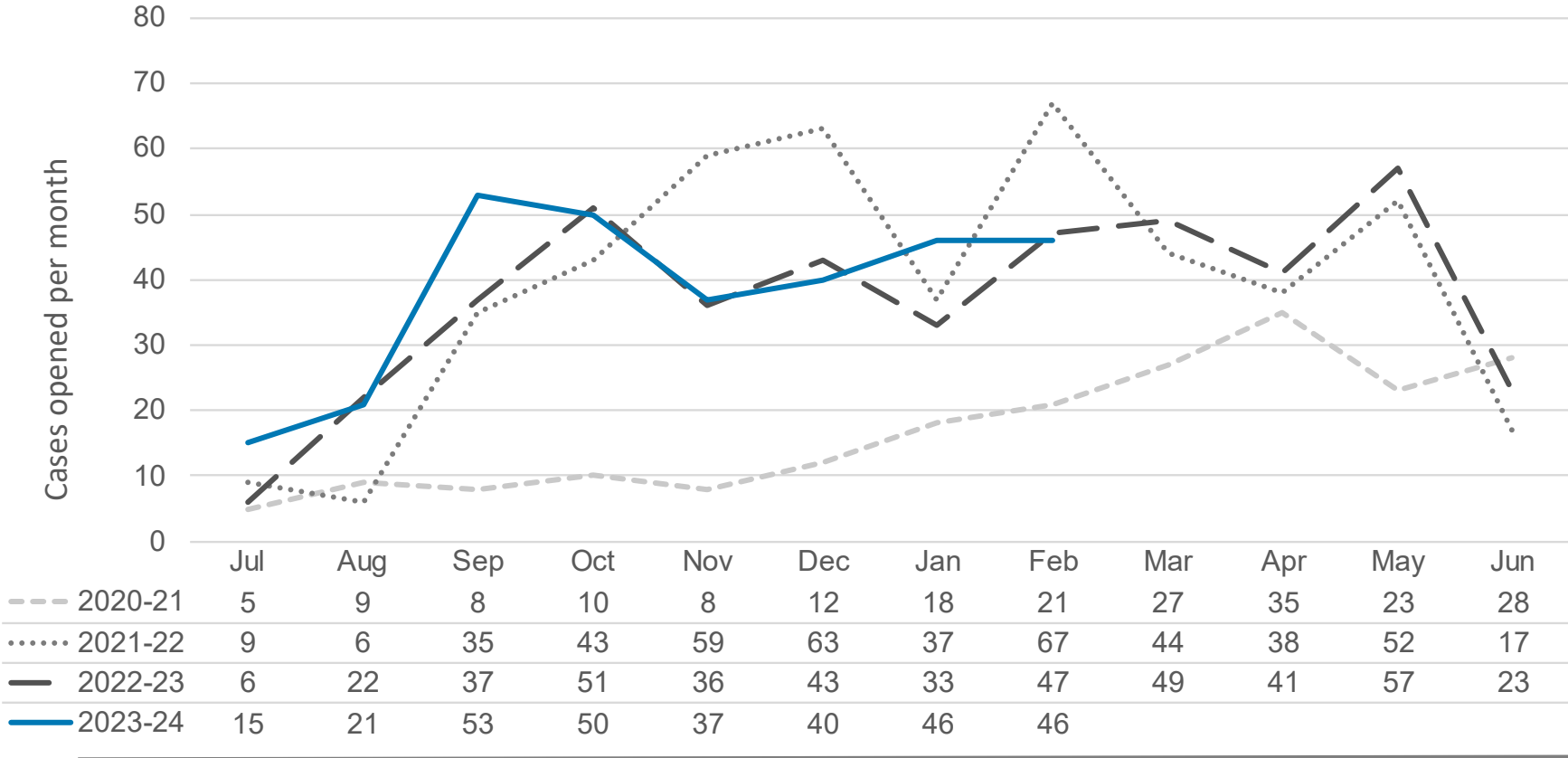
Increase in Allegations During FY23-24

- There are several possible reasons that could be contributing to the increase in the number of complaints. We have previously observed increased complaints following District-wide trainings, news coverage, and extended school holidays. This winter, we have had all three at once: OSP-led student trainings, news coverage of the OIG's Annual Report and high-profile investigations, and the two-week holiday break.
- We have analyzed this school year's complaints, looking for trends, shifts from previous years, and other areas of concern. Our observations will be included in the following slides.
- One initial note is that a vast majority of allegations have come from students articulating their own complaints, whether made directly to a school's administration or through a parent or staff member.

CASES OPENED PER MONTH

OIG SAU Case Intake Per Month

Cases opened July 1, 2020 – February 15, 2024

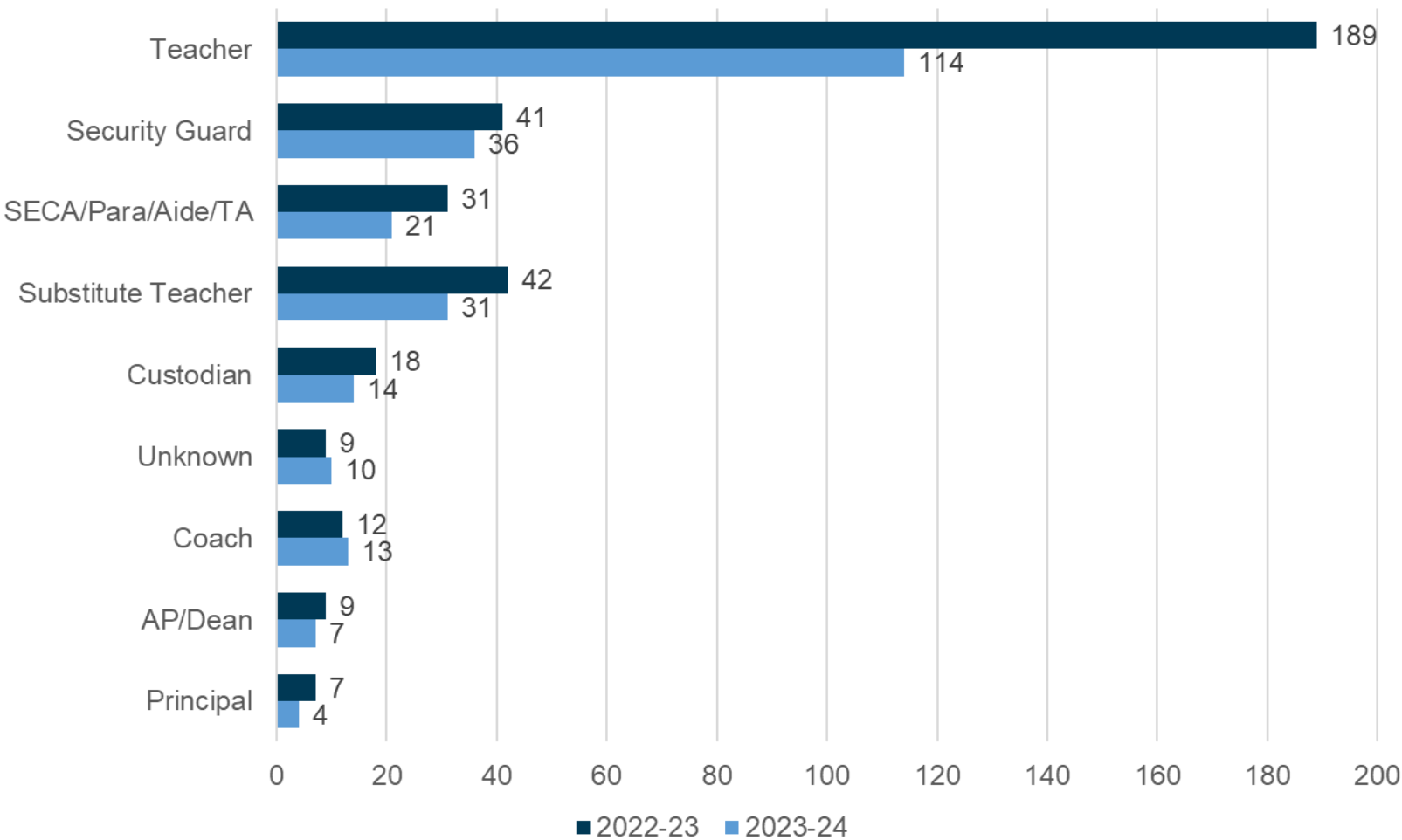


The OIG opened **308 cases** in July 2023 through February 15, 2024, compared with 275 cases during approximately the same period in 2022-23.



ALLEGATIONS BY SELECT JOB CATEGORY

Comparison to Previous Fiscal Year



A recent concerning trend is that the number of allegations against **coaches** in the first six months of this fiscal year is already equal to the number of allegations against coaches during the entire FY22-23. The percentage of allegations against coaches is also slightly higher. Last year, allegations against coaches constituted **2.7%** of total allegations, so far this year it is **3.2%**.

Allegations against **security guards** have also seen an increase, and the allegations have been particularly serious. The District has pulled or blocked **8** security guards this fiscal year compared to **6** in **all of FY22-23**. **3** of the **8** security guards have been **vendor employees**, with two of those being blocked from the same charter school.

There has also been a slight increase in the number of allegations against **unknown perpetrators**, which usually come from anonymous complaints or complaints made on social media.

Vendor and Volunteer Training Issues

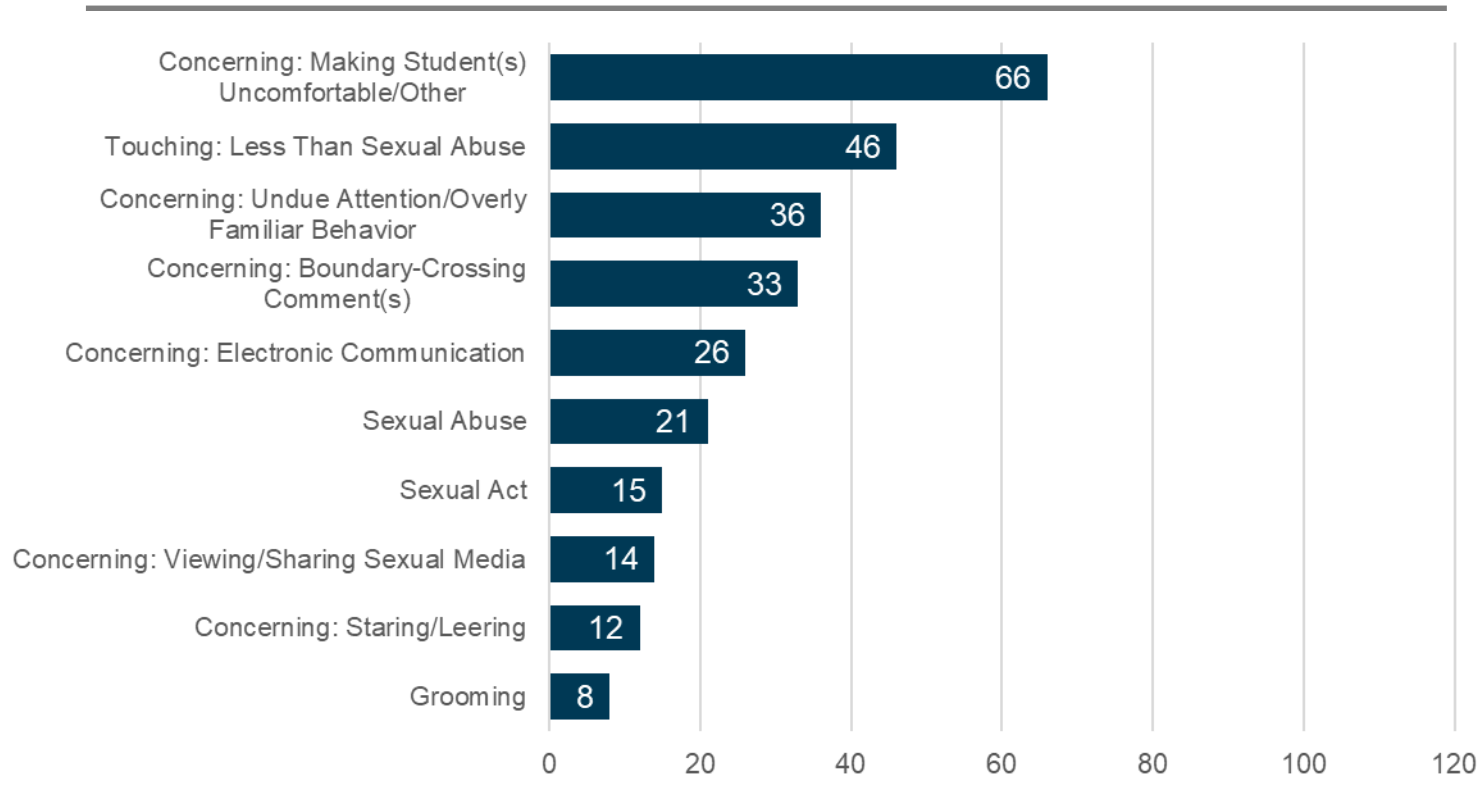
Association Type	Total Number of Allegations	Open Investigations	Total Closed Matters	Substantiated Sexual Misconduct	Substantiated Other Misconduct	Total Substantiated
Vendor Staff	140	23	117	24	17	41
Volunteers	27	6	21	7	5	12
Total	157	29	138	31	22	53

- In the OIG’s Fiscal Year 2023 Annual Report, issued in January, we noted our concern that Level I Volunteers and Vendor employees have received inconsistent training on CPS policies, even though they are expected to comply with them.
- These concerns are driven by the data noted above, and informed by volunteers and vendors who claim to be unaware of CPS policies and/or received conflicting training from their employer.
- In the 2023-24 school year, CPS started training Level I Volunteers on CPS’ Protecting Chicago’s Children module addressing sexual misconduct, Mandated Reporter requirements, and other topics.
- However, training expectations and protocols remain vague and inconsistent for vendors and their employees. The OIG’s Fiscal Year 2023 Annual Report recommended that the District ensure that all vendor employees receive training.
- 8 of the 43 (18.6%) of individuals CPS pulled or blocked this fiscal year were vendor employees.

TOP TYPES OF ALLEGATIONS INVESTIGATED

Investigations Categorized by Initial Allegation Type

Cases opened July 1, 2023 – February 15, 2024



Allegations of **sexual abuse** and **sexual act** have both increased compared to the same time period as last fiscal year. During approximately the same time period in **FY22-23**, the OIG received **8 sexual abuse** allegations and **7 sexual act** allegations.

Collectively, **sexual abuse and act** allegations represent **almost 12%** of total allegations received in **FY23-24**. Both have increased from the same period in **FY22-23**, when those categories totaled **just over 6%**.

Allegation Rate Comparison

Non-Charter Schools vs. Charter Schools

	Non-Charter	Charter
Allegations July 1, 2023 – Feb. 9, 2024	258	41
20th Day Enrollment	274,851	48,400
% Total CPS Enrollment	85%	15%
% of Total Allegations	86.3%	13.7%
Allegations Per 100,000 Students	93.9	84.7
Pulled/Blocked Staff	34	9

In the 2023-24 school year, charter schools and non-charter schools are reporting complaints at essentially the same rate. Non-charter schools are reporting approximately **1.12 times** as many cases as charter schools per 100,000 students. Historically, non-charter schools have reported between 1.5 and 2.6 times more cases per 100,000 students.

While only comprising 15% of the CPS student population, **21%** (9 individuals) of pulled and blocked staff members worked at charter schools.



Allegation Rate Comparison

Elementary School vs. High Schools

	Elementary School	High School
Allegations July 1, 2023 – Feb. 9, 2024	139	160
20th Day Enrollment	221,303	101,948
% Total CPS Enrollment	68.5%	31.5%
% of Total Allegations	46.4%	53.5%
Allegations Per 100,000 Students	62.8	156.9
Pulled/Blocked Staff	23	20

Elementary and high schools have reported a similar number of allegations, which is typically what we see each year. However, per student, the high school allegation rate is about **2.5 times** the elementary school rate.

20 individuals have been pulled or blocked from high schools, which is **46.5%** of pulls and blocks. 23 individuals have been pulled or blocked from elementary schools, which is **53.5%** of pulls and blocks.

PERSONNEL ACTIONS

Pulled or Blocked

As of February 15, 2024, **32** CPS staff remain pulled with pay in connection with an open OIG investigation, including **18** CPS teachers. So far in the 2023-24 Fiscal Year, **43** individuals were pulled or blocked following the OIG notifying the District of a potential threat to student safety. In addition, **14** 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, **7** substitute teachers are currently blocked.

Reinstated

So far in the 2023-24 Fiscal Year, **9** individuals who were pulled or blocked were reinstated either based on the OIG's recommendation, or after the conclusion of the OIG's investigation.

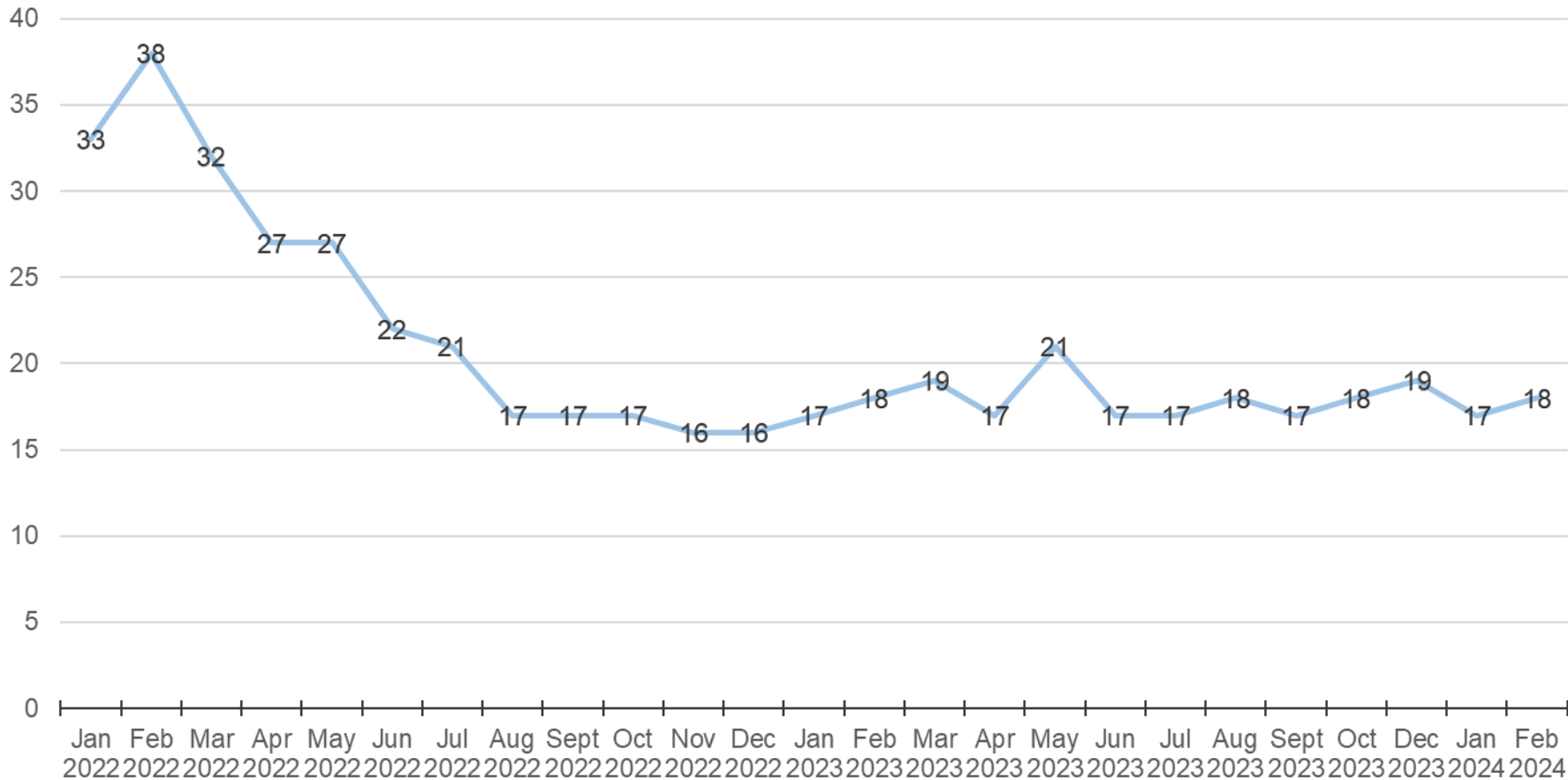
Fired or resigned/retired

19 individuals who were subjects of an OIG investigation were fired or resigned/retired so far in the 2023-24 Fiscal Year.



PULLED CPS TEACHERS

CPS Teachers Pulled with Pay



Currently there are 8 active investigations of allegations involving CPS teachers pulled with pay and 10 cases that are in the report writing process.

During the current fiscal year, 8 CPS teachers have been pulled, 1 has been reinstated, 1 has resigned, and the OIG has issued 10 reports involving pulled teachers.



CASE INVENTORY AND UPDATES

As of February 15, 2024, the OIG had 349 active investigations and had substantially completed investigating an additional 123 cases. This includes 13 Title IX sexual harassment investigations involving a formal complaint of adult-to-student sexual harassment under current Title IX regulations.

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)



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