Wednesday, January 23, 2019

Presentation to the Board of Education of the City of Chicago

OIG Investigations of Sexual Allegations

(833) TELL CPS  cpsoig.org  (773) 534-9418
One open investigator position, Chief Investigator position soon to be open.
OIG Sexual Allegations Investigation Process

1. Receive Complaints
2. Refer allegations that are not OIG subject matter
3. Make sure DCFS called and police if appropriate; make pull-out decision with Law, Talent, OSP
4. Investigate all allegations regarding CPS adults
5. Gather electronic and other evidence, conduct interviews, coordinate with police as needed
6. Report to Board with:
   1) Findings of fact and law/policy, and
   2) Recommendations to keep students safe and deal with offenders
OIG Cases 10/01/18 to 01/09/19

- 136 Total Cases (including 5 from January 1–9, 2019)
- 2.43 per school day
- 1.35 per calendar day
## OIG Sexual Allegations Categories

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Act</td>
<td>Penetration</td>
</tr>
<tr>
<td>Sexual Abuse</td>
<td>Physical conduct for sexual gratification, e.g., groping, fondling</td>
</tr>
<tr>
<td>Sexual Comment – In Person</td>
<td>Unambiguously sexual comment to student</td>
</tr>
<tr>
<td>Grooming</td>
<td>Actions to break down inhibitions for the purpose of sexual conduct</td>
</tr>
<tr>
<td>Sexual Electronic Communication (&quot;Sexting&quot;)</td>
<td>Sexual text messages, emails, or other communications</td>
</tr>
<tr>
<td>Touching: Less than Sexual Abuse</td>
<td>Touching of a possible (not obvious) sexual nature</td>
</tr>
<tr>
<td>Concerning: Other</td>
<td>Leering, “creepy” behavior or other potentially concerning behavior</td>
</tr>
<tr>
<td>Student-on-Staff Inappropriate Conduct</td>
<td>Students initiating concerning behavior towards a staff member</td>
</tr>
<tr>
<td>Outcry about Old Conduct</td>
<td>Recent outcry about allegations from several years ago</td>
</tr>
</tbody>
</table>

**Office of Inspector General**  
**Chicago Board of Education**  
**Presentation to the Chicago Board of Education re:**  
**OIG Investigations of Sexual Allegations**  
**January 23, 2019**
Cases by Allegation Category (136 Total)

- Sexual Act - 4 Cases (3%)
- Sexual Abuse - 15 Cases (11%)
- Sexual Comment - in person - 10 Cases (7%)
- Grooming - 15 Cases (11%)
- Sexual Electronic Communication (Sexting) - 1 Case (1%)
- Touching: Less than Sexual Abuse - 14 Cases (10%)
- Concerning: Other - 66 Cases (49%)
- Student-on-Staff Inappropriate Conduct - 4 Cases (3%)
- Outcry about Old Conduct - 7 Cases (5%)
Cases by School Grade Level

- High School: 65 Cases
- Elementary School: 68 Cases
- School Unknown: 3 Cases
Elementary School Cases by Allegation Category

- **Sexual Act**: 3 Cases (5%)
- **Sexual Abuse**: 10 Cases (15%)
- **Sexual Comments - in Person**: 3 Cases (4%)
- **Grooming**: 5 Cases (7%)
- **Sexual Electronic Communication (Sexting)**: 0 Cases
- **Touching: Less than Sexual Abuse**: 7 Cases (10%)
- **Concerning/Other**: 34 Cases (50%)
- **Outcry about Old Conduct**: 5 Cases (7%)
- **Student-on-Staff Inappropriate Conduct**: 1 Case (2%)

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High School Cases by Allegation Category

- Outcry about Old Conduct - 1 Case
  - 2%
- Student-on-Staff Inappropriate Conduct - 3 Cases
  - 5%
- Sexual Act - 1 Case
  - 1%
- Sexual Abuse - 5 Cases
  - 8%
- Sexual Comment - in person: 7 Cases
  - 11%
- Grooming - 10 Cases
  - 15%
- Sexual Electronic Communication ( Sexting ) - 1 Case
  - 1%
- Touching: Less than Sexual Abuse - 7 Cases
  - 11%
- Concerning: Other - 30 Cases
  - 46%

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Top Five District Job Categories by Allegations

1. Teacher – 55 allegations (3 currently with police). Approximately 19,000 positions - 0.29% subject of complaint.

2. Security Guard – 17 allegations (2 currently with police). Approximately 1,700 positions – 1.00% subject of complaint.

3. Vendor Employee – 10 allegations (2 currently with police).

4. Special Education Classroom Assistant (SECA) – 8 allegations (1 with police). Approximately 4,000 positions – 0.20% subject of complaint.

5. Substitute Teacher – 7 allegations (1 currently with police).
Sex Act and Sex Abuse Cases

4 ALLEGED SEX ACT CASES:

• All being investigated by the police
• 1 custodial worker, 1 bus driver, 1 SECA, 1 dean/coach
• 1 indicted, 2 charged and 1 under investigation
• 3 were not on CPS grounds

15 ALLEGED SEXUAL ABUSE CASES:

• 7 being investigated by the police
• 2 charged with aggravated criminal sexual abuse
• 7 teachers (and 1 substitute), 2 bus personnel, 3 vendor personnel, 1 SECA, 1 unidentified offender
• Allegations include groping/fondling, exposing private parts, grazing of private areas, and other inappropriate sexual touching
<table>
<thead>
<tr>
<th>Category</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pulled</td>
<td>33 adults pulled from school pending investigation</td>
</tr>
<tr>
<td>Blocked</td>
<td>4 substitute teachers blocked from teaching in CPS</td>
</tr>
<tr>
<td>Retired</td>
<td>1 employee retired in the wake of allegations</td>
</tr>
<tr>
<td>Fired</td>
<td>6 employees terminated from their positions</td>
</tr>
</tbody>
</table>
Of the 33 adults pulled pending investigation, there are:

- 12 Teachers
- 8 Security Guards
- 5 Vendor Employees
- 4 Bus Drivers or Aides
- 1 Dean/Coach
- 1 Lunchroom Monitor
- 1 Custodial Worker
- 1 SECA
OIG Investigations by Case Status

- Investigation Substantially Complete: 35%
- Closed: 8%
- Active OIG Investigations: 55%
- Court Watches: 2%

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Key Improvements

• Minimize redundant victim interviews through collaboration with the Chicago Children’s Advocacy Center (CCAC). OIG is able to view CCAC forensic interviews rather than subject victims to multiple interviews.

• Ensure that the Police are notified in all appropriate cases.

• Train staff in Title IX and forensic interview techniques. Additional training forthcoming.

• Hired 10 staff members with diverse backgrounds, including a retired sex crime detective, two former police officers, a former Title IX coordinator, former prosecutor, several staff with prior training in sex abuse and related matters and other trained investigators.
Benefits of OIG Investigation Practices

• Trained OIG staff handle intake by Verify or hotline.

• High-level staff swiftly review every complaint.

• OIG ensures OSP and DCFS notified; police called if appropriate.

• Collaborates with Law/Talent/OSP to determine if subject should be pulled out pending investigation.

• Trained OIG investigators, not outside contractors, conduct thorough, time- and resource-intensive investigations.

• OIG reports to CPS on all cases and provides transparency and information to the public.
Benefits of OIG Investigation Practices, Continued

• OIG Sexual Allegations Unit is impartial, not conflicted.

• OIG is the sole CPS body charged with investigating sexual allegations involving adult-on-student conduct, eliminating redundant interviewing of victims and witnesses.

• Informal investigations by untrained school staff eliminated.

• Evidence collection is standardized based on OIG practices.

• OIG maintains a database of complaints that can be monitored for patterns involving staff positions, individual suspects, and schools.

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Priority Assessment of 18 Significant CPS Investigations 2000–2018

OIG has engaged Freeh Group International Solutions, LLC to conduct a thorough review of 18 cases that may warrant further investigation. Assessment goals:

• Identify gaps and omissions in investigative process.

• Assess the depth and thoroughness of investigations.

• Evaluate Title IX compliance and whether appropriate actions were undertaken.

• Determine whether additional corrective actions or further support services are needed.
Historical Review of All Previously Conducted CPS Investigations 2000–2018

OIG has selected international law firm Dentons to perform the comprehensive historical review.

OIG has asked Dentons to assess:

• approximately 1,000 known cases between 2003–2018;
• an unknown number of complaints from 2000–2003; and
• additional cases to be determined.