

OIG INVESTIGATIONS OF SEXUAL ALLEGATIONS

Presentation to the
Board of Education of the City of Chicago

April 9, 2025



Chicago Board of Education • Office of Inspector General

BACKGROUND

The OIG's Sexual Allegations Unit was formed in 2018 following the Chicago Tribune's *Betrayed* series that highlighted various concerns with how sexual abuse matters were handled at CPS. The OIG began investigating all adult-on-student sexual allegations while assuring, among other things:

- **Independent and impartial** investigations.
- **Transparency:** in addition to these regular presentations at Board meetings, we release public reports annually that summarize all our substantiated cases.
- **Coordination** with law enforcement and child protection agencies, including DCFS and the Chicago Children's Advocacy Center.

KEY ROLES

- **Filling a Gap in the System**

- In many cases involving allegations of sexual misconduct against students, the OIG is the sole investigating body.
- In other cases, other agencies may investigate but may be hindered by limited resources or subject to a higher burden of proof.
- The OIG has uncovered numerous instances of sexual misconduct against CPS students that otherwise would not have been addressed and reported.

- **Coordination with Law Enforcement**

- The OIG is careful to assist criminal investigations and not to disrupt them.

- **Prevention Efforts**

- The OIG provides information to CPS that can result in staff members being removed from the classroom pending an investigation. The OIG also may recommend interim corrective measures, such as training.

RECENT DEVELOPMENTS

Rollback of 2024 Title IX Regulations

During our public presentation in September, we discussed the revised Title IX regulations that had taken effect on August 1, 2024. For the OIG's purposes, an impactful change was that the definition of sexual harassment under the 2024 regulations was much broader than under the previous 2020 regulations. The expected effect of this change was that most of the SAU cases going forward would be designated as Title IX cases, which must be investigated in accordance with specific procedures laid out in the regulations.

In January 2025, the 2024 regulations were struck down by a federal judge, and the Office of Civil Rights for the U.S. Department of Education instructed school districts to ensure that all investigations comply with the 2020 regulations. As such, the OIG expects that, as in the past, a relatively small percentage of its cases will be designated as Title IX cases. We will conduct all Title IX investigations in full compliance with legal requirements.

This change does not affect the OIG SAU mission. The OIG began investigating these matters to ensure students were protected from sexual misconduct by CPS staff members and other affiliated adults. While Title IX impacts the procedures employed by the OIG in certain cases, it was not the impetus for the OIG taking on this work and it will not alter the types of cases the OIG takes moving forward.



REFINING THE SCOPE OF COMPLAINTS REFERRED TO THE SAU

Last year, the OIG worked with District leaders to narrow the scope of complaints referred to the SAU to those that clearly articulate sexual misconduct concerns. Previously, more than 70% of the complaints referred to the SAU did not include clear allegations of sexual misconduct or grooming.

- This included allegations of isolated and non-sexual touching or compliments (rather than a more concerning pattern of conduct), and non-specific allegations of staring or generally "creepy" behavior.
- The SAU investigating these allegations resulted in significant delays, when the most suitable outcome for most of these cases would be immediate corrective action training, intervention by a supervisor, etc.

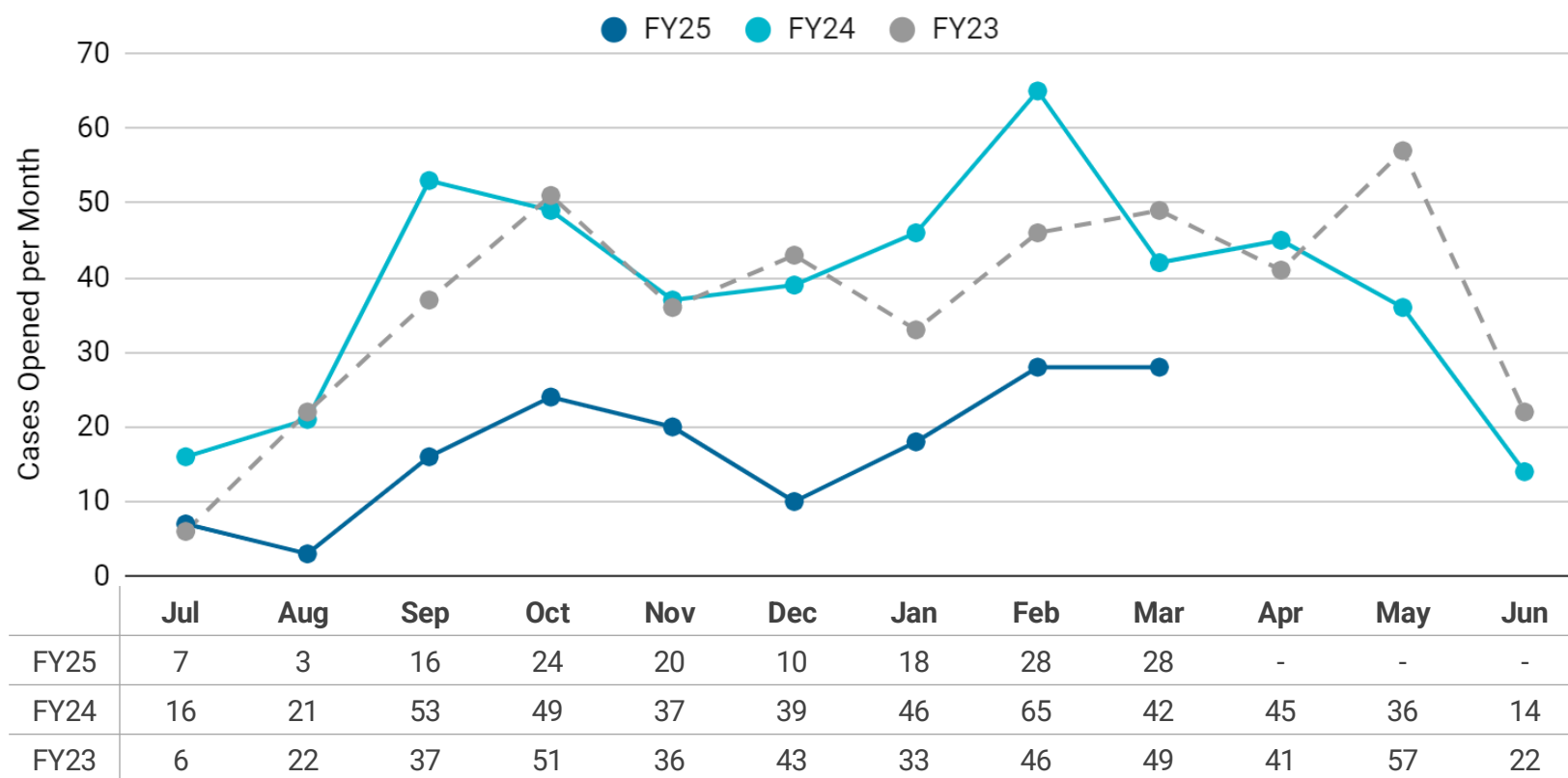
This collaboration between the SAU and District leaders has been successful. Investigator caseloads are down, and this has allowed the SAU to direct its resources and expertise to the most concerning allegations.

This does not mean that students are not being heard. The District has systems in place to address the complaints the SAU does not investigate (such as corrective action training), and the SAU is always available to investigate if the allegations escalate.

CASES OPENED PER MONTH

OIG SAU Case Intake Per Month

Cases opened July 1, 2022 – March 21, 2025



The OIG opened **154 cases** from July 1, 2024 through March 21, 2025 and closed **277** cases in the same timeframe.

Since its inception in 2018, the SAU has opened a total of 2,590 cases and closed a total of 2,260 cases.

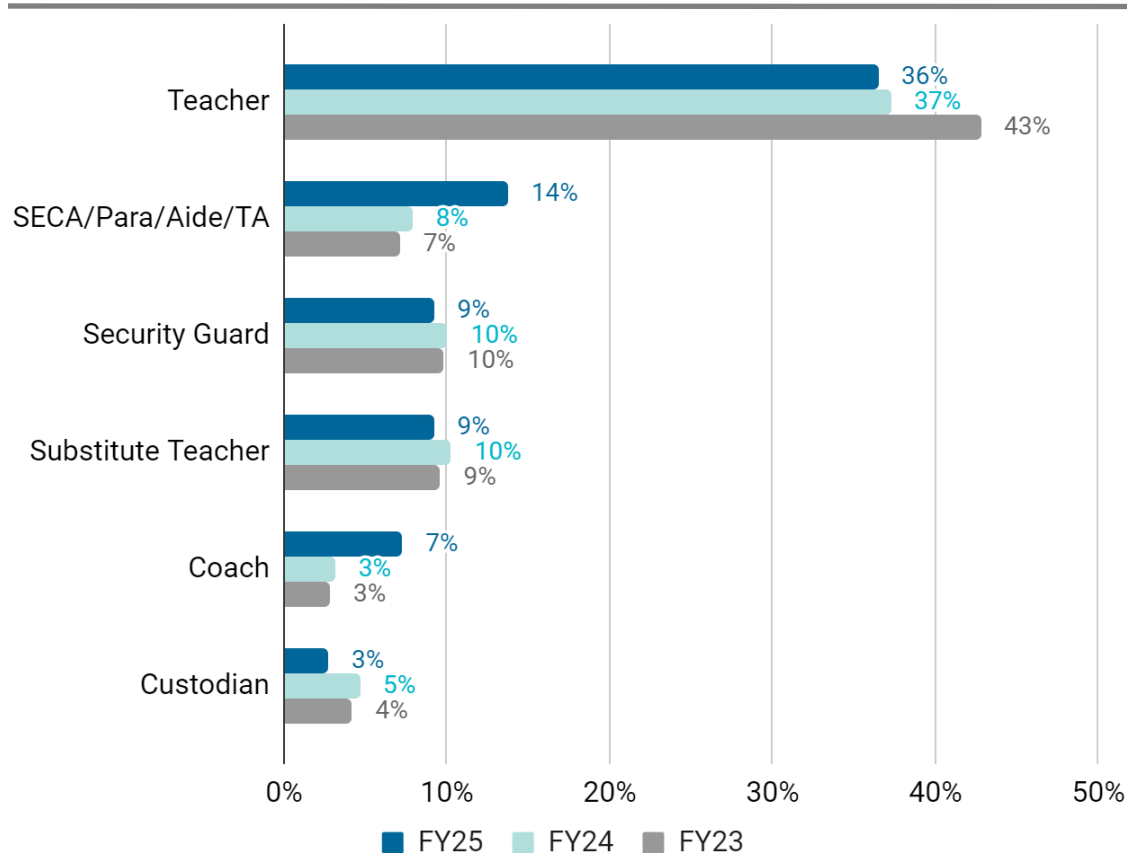


ALLEGATIONS BY SELECT JOB CATEGORY

Comparison to Previous Fiscal Years

Percent of Allegations by Select Job Category

FY25 (through March 21, 2025) compared to FY24 and FY23



This slide reflects the top six job categories that were the subject of SAU allegations for the last three years. We monitor job category trends to identify both improvements and concerning changes and share those observations back with the District.

Even though the SAU narrowed the scope of its cases in the past year, the percentage of cases for most of the job categories has held steady. So far in FY25, complaints against **teachers** have constituted 36% of the total allegations, one percent less than in FY24 (and a continued improvement from 43% in FY23).

However, so far in FY25, there has been a higher percentage of complaints involving **SECAs** (from 8% to 14%) and **coaches** (from 3% to 7%).

ALLEGATION RATE COMPARISON

Elementary School vs. High Schools

| | Elementary School | High School |
|---|----------------------|----------------|
| Allegations July 1, 2024 – March 21, 2025 | 75 | 78 |
| 20th Day Enrollment | 223,942 | 101,363 |
| % of Total CPS Enrollment | 68.84% | 31.16% |
| % of Total Allegations | 49.02% | 50.98% |
| Allegations Per 100,000 Students | 33.49 | 76.95 |
| Pulled/Blocked Staff | 16 | 17 |

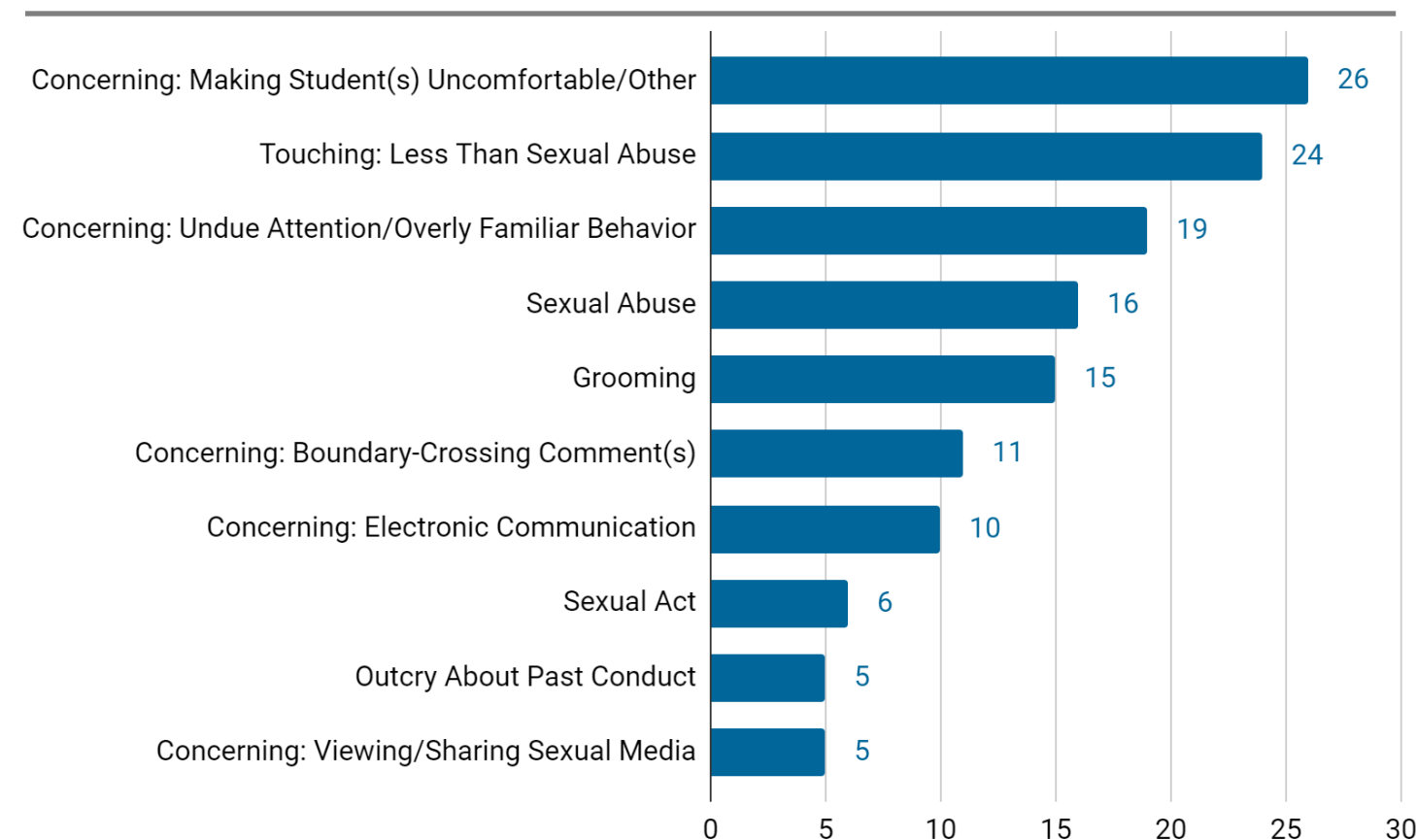
Elementary and high schools have reported a similar numbers of allegations, which is typically what we see each year. However, per student, the high school allegation rate is **2.3 times** the elementary school rate.

So far in FY25, 17 individuals have been pulled or blocked from high schools, which is **51.5%** of pulls and blocks. 16 individuals have been pulled or blocked from elementary schools, which is **48.5%** of pulls and blocks.

TOP TYPES OF ALLEGATIONS INVESTIGATED

Investigations Categorized by Initial Primary Allegation Type

Cases opened July 1, 2024 – March 21, 2025



The chart shows the top 10 categories of allegations on intake for FY25. Overall, cases in the **"Concerning"** categories make up **52%** of the complaints the OIG has received during FY25 so far (80 of 154 complaints).

Collectively, **sexual abuse and act** allegations represent **almost 17%** of total allegations received in FY25.

FY25 FINDINGS THROUGH MARCH 21, 2025

| Substantiated Reports – Primary Finding | Number of Reports |
|---|-------------------|
| Sexual Act | 3 |
| Sexual Abuse | 3 |
| Grooming | 3 |
| Sexual Comments/Electronic Messages | 9 |
| Sexual Harassment/Other Sexual Misconduct | 3 |
| Failure to Report | 2 |
| Touching/Less than Sexual Abuse | 10 |
| Concerning/Other | 19 |

NOTE: The SAU issued reports in FY25 with the noted findings; the substantiated misconduct did not necessarily take place in FY25.

In addition to the substantiated findings, the SAU:

- Issued **21 Not Substantiated** and **Informational Reports**
- After conducting an initial investigation:
 - **Referred 103** complaints to other CPS departments
 - **Administratively Closed 101** complaints

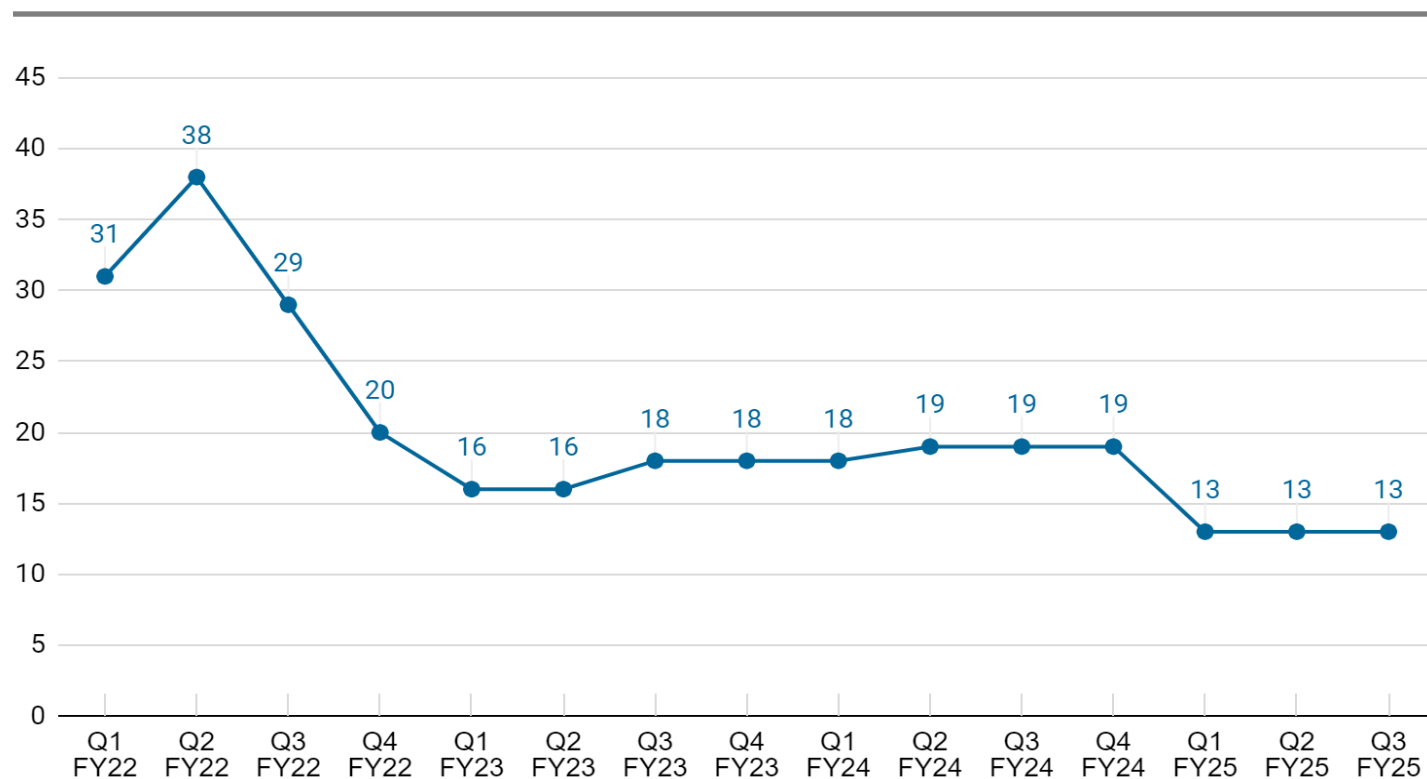
PERSONNEL ACTIONS

| | |
|----------------------------------|--|
| Pulled or Blocked | As of March 21, 2025, 38 CPS staff remain pulled with pay in connection with an open OIG investigation. So far in FY25, 34 individuals have been pulled or blocked following the OIG notifying the District of a potential threat to student safety. Additionally, 6 substitute teachers are currently blocked. |
| Reinstated | So far in FY25, 19 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 | 23 individuals who were subjects of an OIG investigation were fired or resigned/retired so far in FY25. |

PULLED CPS TEACHERS

District-Employed Teachers Pulled with Pay

Average number of teachers pulled by school year quarter since FY22



Pulled teacher investigations have always been prioritized.

- In early 2022, there were 38 pulled teachers.
- Since then, the number has fluctuated between 17 and 20 at a time.

We have worked hard to reduce the number even further. As of today, there are **13 District-employed teachers who are pulled with pay in connection with an open OIG investigation**: 9 active investigations and 4 cases that are in the report-writing process.

CASE INVENTORY AND UPDATES

As of March 21, 2025, the OIG had 198 active investigations and had substantially completed investigating an additional 129 cases.

FINDINGS FROM ALL SUBSTANTIATED SAU CASES TO DATE

All Time Substantiated Reports – Primary Findings

Percentage of cases closed October 1, 2018 – March 21, 2025

| Primary Finding | Cases Closed | % ▾ |
|---|--------------|-----|
| Concerning/Other | 229 | 51% |
| Touching: Less Than Sexual Abuse | 47 | 10% |
| Sexual Comment: In Person | 34 | 8% |
| Sexual Harassment/Other Sexual Misconduct | 34 | 8% |
| Sexual Electronic Communication | 29 | 6% |
| Sexual Act | 27 | 6% |
| Sexual Abuse | 23 | 5% |
| Grooming | 16 | 4% |
| Failure to Report | 13 | 3% |

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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