



# Advancing Equity and Broadening Our Mission

Office of Student  
Protections and Title IX

Camie Pratt, Chief Title IX Officer

# Key Updates



# Celebrating Title IX and CPS Student Athletes

## 2022 Marked the 50th Anniversary of Title IX

In recognition of the important role that Title IX has played for student athletes, OSP has:

- Designed flyers for CPS high schools informing students of their rights to equitable participation in athletics,
- Launched the Title IX sports website ([www.cps.edu/athleticsequity](http://www.cps.edu/athleticsequity)),
- Filmed a video on how gender equity in sports has changed over the past 5 decades featuring 3 female student athletes from across the district and hall of fame Marshall Metro High School girls basketball coach Dorothy Gaters. The video will be released next month on social media and the OSP websites, and
- Created an online Title IX sports training for Athletic Directors and administrators on gender equity responsibilities under Title IX which will be released this summer.

**Title IX: Making Sports Fun and Inclusive**

Sports do more than promote physical fitness; they help students make connections and strengthen social bonds. **Title IX protects ALL athletes** by creating equitable opportunities across all athletic programs.

That means equity in:

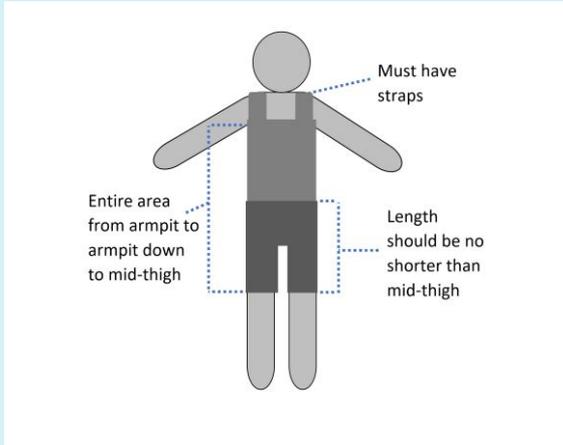
- ✓ Access
- ✓ Equipment
- ✓ Uniforms
- ✓ Facilities
- ✓ Coaching
- ✓ Publicity and more

**No one should be denied an opportunity to receive high quality athletic opportunities due to their gender.**

If you feel your right to equitable access is being denied, contact the Office of Student Protections & Title IX at [ospcompliance@cps.edu](mailto:ospcompliance@cps.edu).



# Ensuring Gender and Racial Equity in Dress Codes



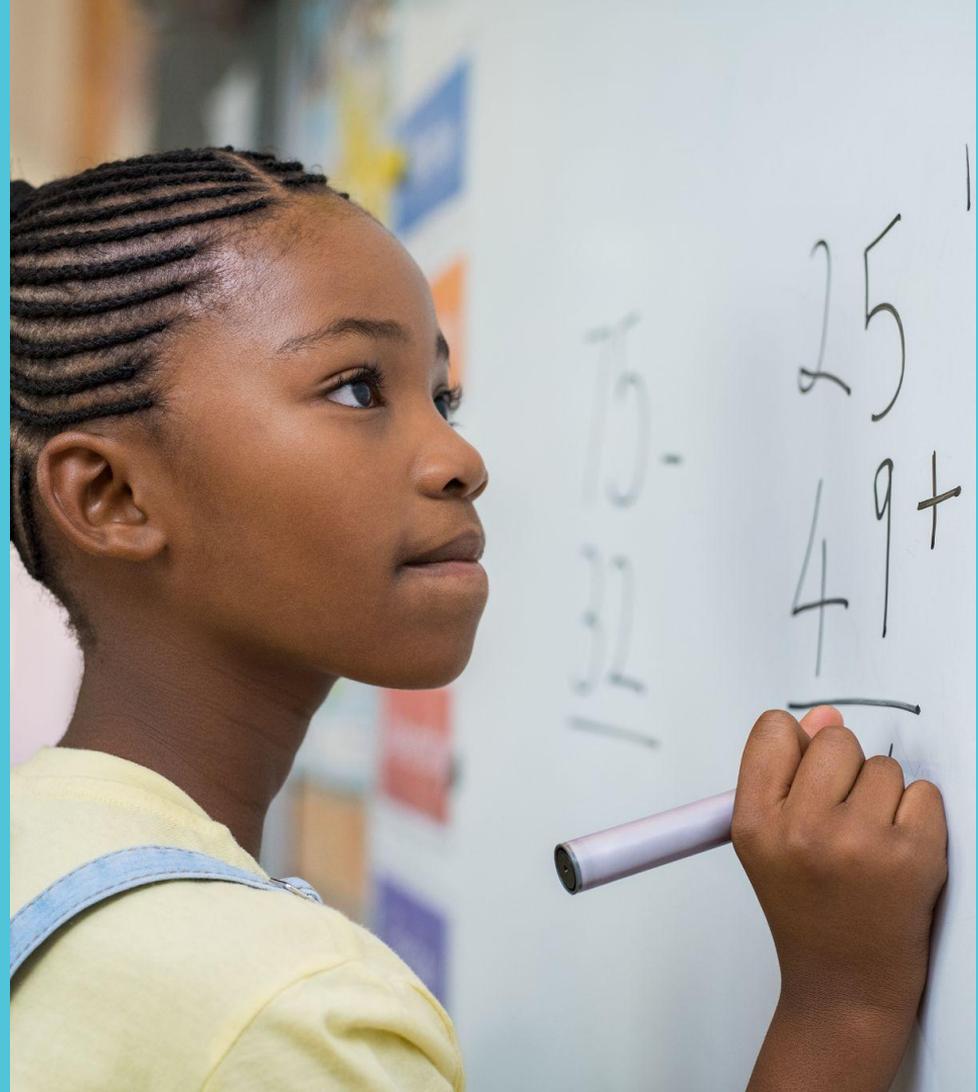
Example of a simple dress code

- Pursuant to the Student Code of Conduct, ***“Dress codes and uniform policies should be gender-neutral and cannot prohibit hairstyles or head coverings historically associated with race, ethnicity, religion or hair texture.”***
- Local School Councils determine school dress codes.
- In Spring 2021, OSP determined that a review of dress codes was necessary after being alerted that not all schools were following the Student Code of Conduct, CPS policy, and the law with regard to gender and racial equity and dress codes.
- In May 2021, a Chicago Tribune article also highlighted concerns of gender and racial inequity in some schools’ dress codes.

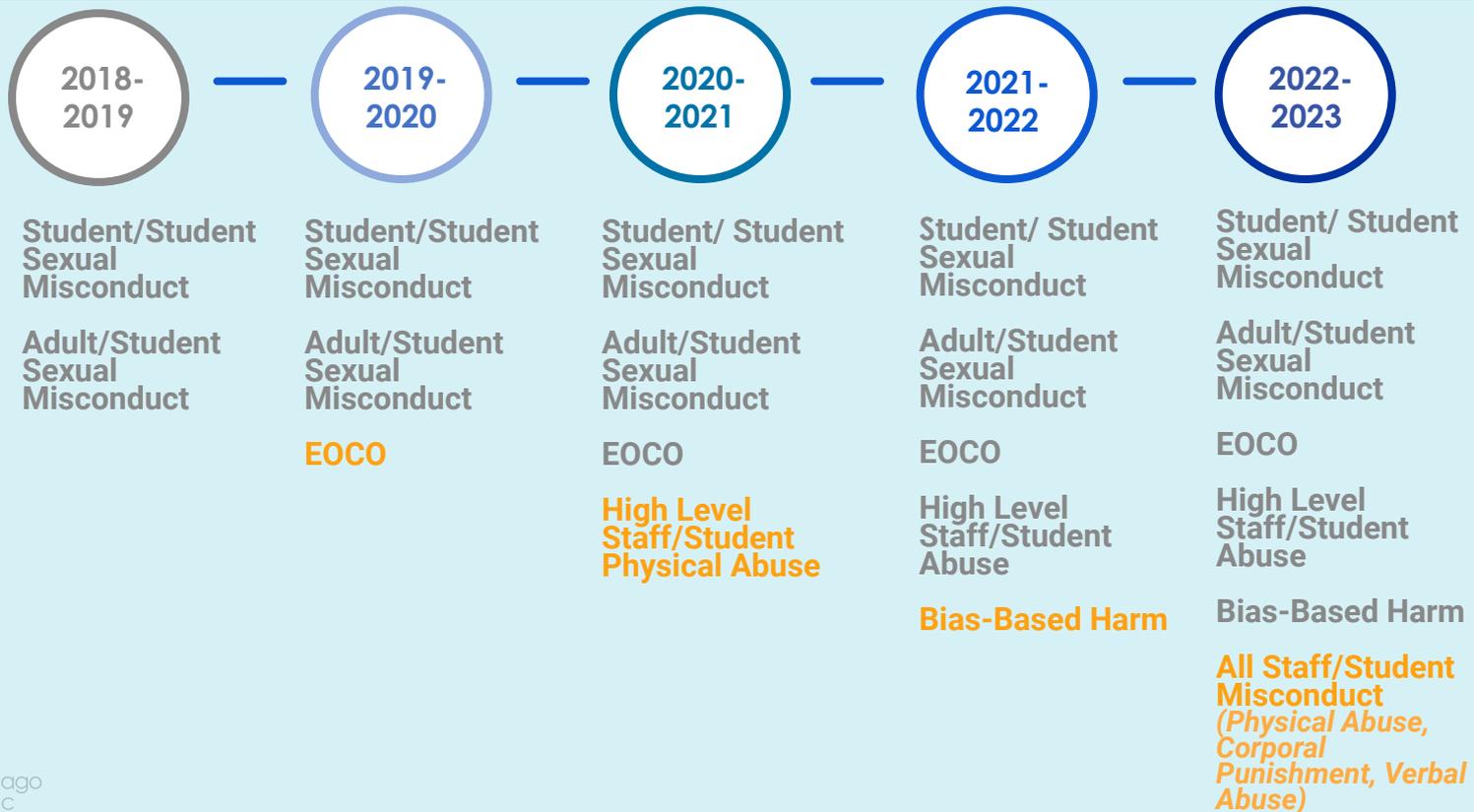
# Dress Codes (continued)

- During the 2021 Law Conference the Law Department and OSEL presented on changes to the Student Code of Conduct and advised administrators to review their dress codes and consider revising them with their LSCs if they believe they are not aligned with policy and the law.
- OSP is conducting an audit of school dress codes to ensure gender and racial equity and will review discipline to ensure students are not being removed from class due to a dress code violation. OSP is supporting administrators in modifying their dress codes.
- OSP is conducting a survey to collect a central repository of dress codes, so far we have **200+ dress codes**.
- We anticipate the audit and collection will be complete by the end of this school year.

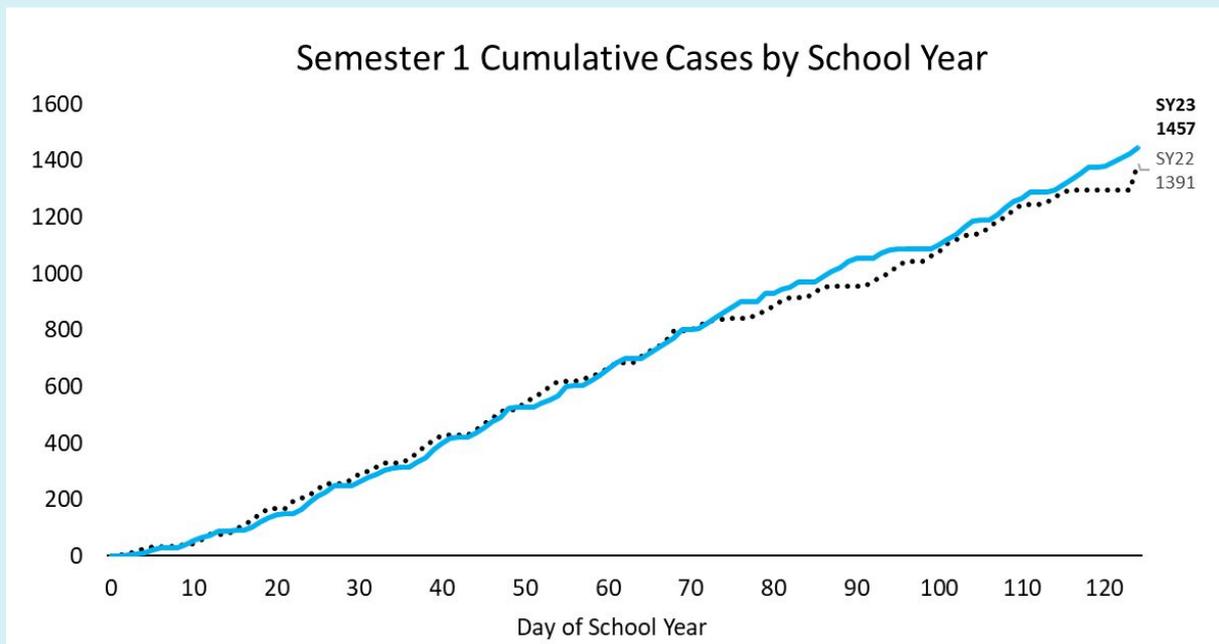
# Using Data to Guide Our Work



# Expansion of OSP's Scope of Work



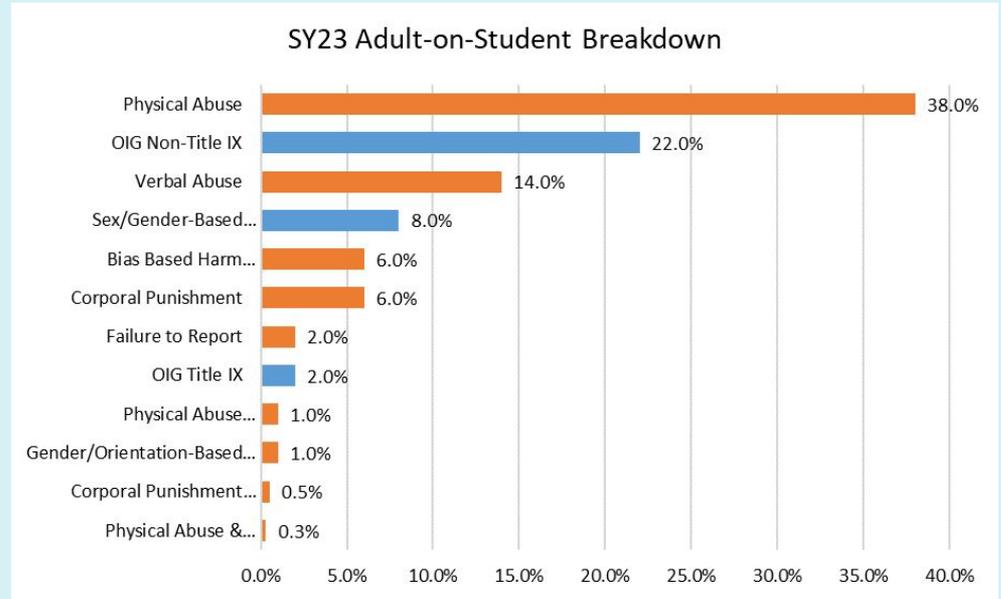
# Cumulative Cases Opened S1 SY22 - SY23 Comparisons



SY23 saw a +4.7% increase in cases opened when compared to SY22. This increase is caused in part by the expansion of the type of cases OSP is taking on this year.

# Breakdown of SY23 Adult-on-Student Cases

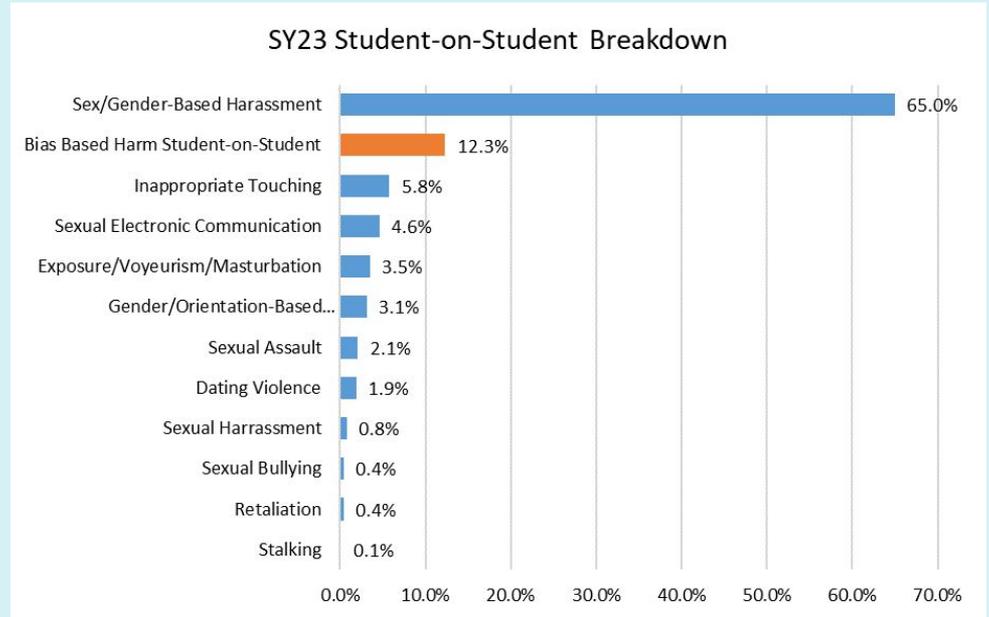
Adult on Student Case Type	Count
Physical Abuse	250
OIG Non-Title IX	144
Verbal Abuse	93
Sex/Gender-Based Harassment	51
Corporal Punishment	39
Bias Based Harm Adult-on-Student	38
OIG Title IX	16
Failure to Report	13
Gender/Orientation-Based Harassment/Discrimination	5
Physical Abuse & Verbal Abuse	5
Corporal Punishment & Verbal Abuse	3
Physical Abuse & Corporal Punishment	2



- The increase in adult-on-student cases is attributed to the expansion of OSP's scope of work in the triage process, overseeing all of the School-based Investigations, as well as the inclusion of the new case types of Physical Abuse, Verbal Abuse, and Corporal Punishment.
- Additional case types were implemented to better represent the misconduct.

# Breakdown of SY23 Student-on-Student Cases

Student on Student Case Type	Count
Sex/Gender-Based Harassment	519
Bias Based Harm Student-on-Student	98
Inappropriate Touching	46
Sexual Electronic Communication	37
Exposure/Voyeurism/Masturbation	28
Gender/Orientation-Based Harassment/Discrimination	25
Sexual Assault	17
Dating Violence	15
Sexual Harassment	6
Retaliation	3
Sexual Bullying	3
Stalking	1



- Case types labeled Sexual Assault, Dating Violence, Sexual Harassment, Retaliation and Stalking typically escalate to meet Title IX regulation criteria.
- All other case types are processed outside of the Title IX regulations.

# PCC and Mandated Reporter Trainings

Training	Complete	Incomplete	% Complete
Protecting Chicago's Children Training	41,073	13,381	75.42%
Equal Opportunity Compliance Training	41,710	12,748	76.59%
DCFS Mandated Reporter Training	42,114	12,343	77.33%
Illinois Dept of Human Rights Training	41,932	12,526	76.99%

- As of 12/7/2022, more than 76% of District employees completed the Protecting Chicago's Children, EOCO, DCFS Mandated Reporter, and IDHR training.

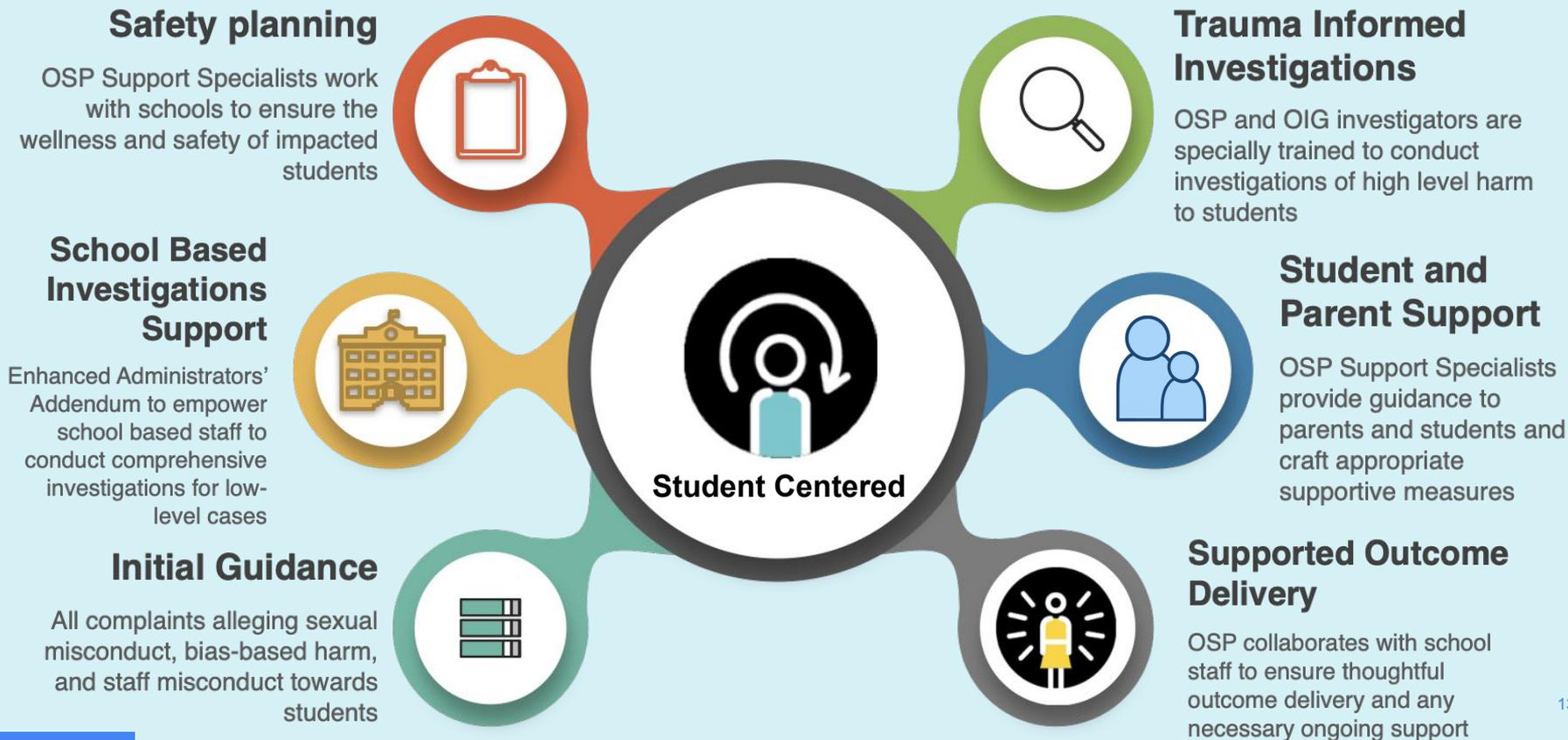
# Protecting Our Students

Addressing the concerns impacting  
our students and school  
communities

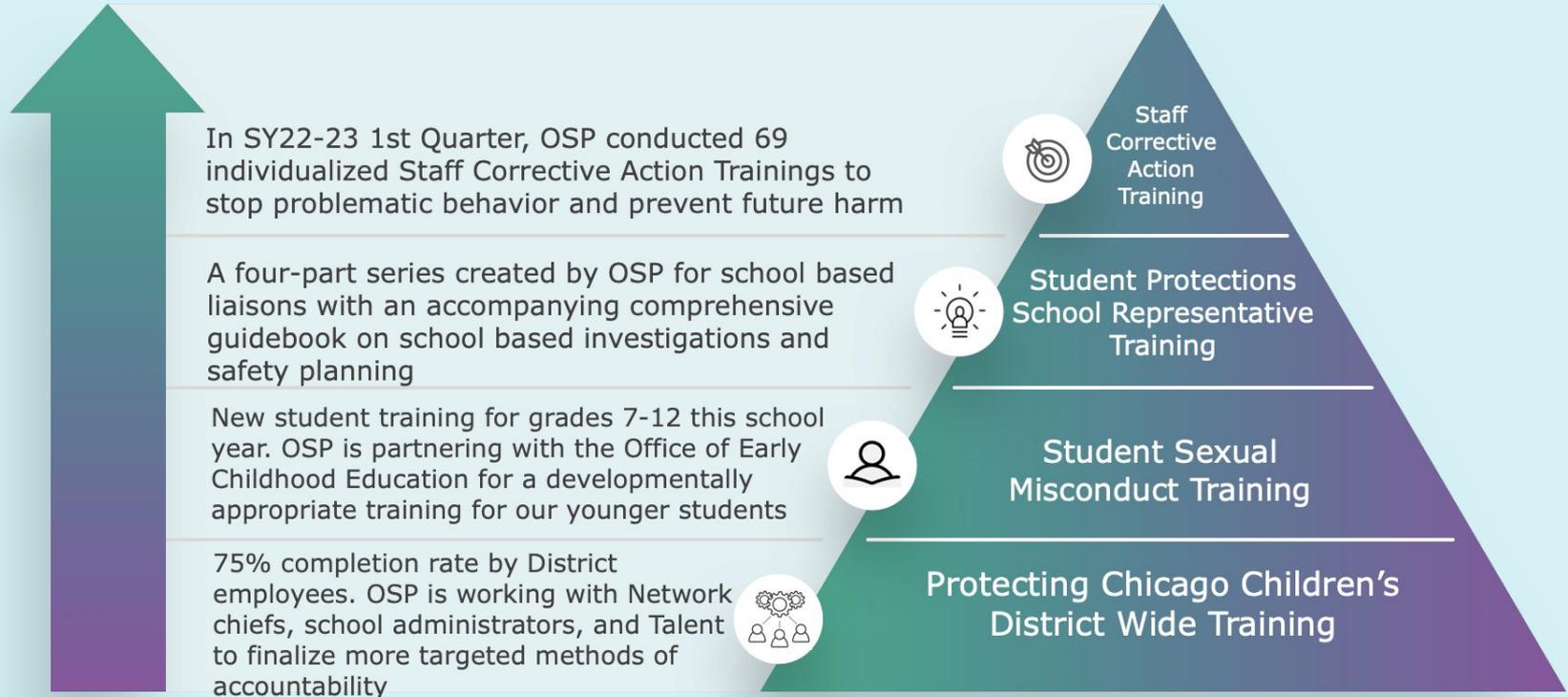


# OSP Individualized Student Centered Support

SY22-23: ~1500 cases



# OSP Trainings: Prevention through awareness



Thank you!