



# Protecting Our Students

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*Bi-annual Update to the Board*

**December 2025**

**Elizabeth Mendoza Browne**, Chief Title IX Officer



**OSP** Student  
Protections  
and Title IX

# Agenda

- **Report and Case Overview** — *Reports Received, Cases Opened and Review*
- **SY25 Case Breakdown by Investigation Type** — *Sexual, Bias-Based Harm and Staff Misconduct*
- **SY25 Case Breakdown by Demographics** — *Grade, Race, Ethnicity, Students with Disabilities*
- **SY25 Training Data Review** — *Staff Mandatory Training Completion*
- **Preparing for School Year '26**— *Prevention Programs, Training, Awareness Campaign*
- **Responding to Your Questions** — *Questions, Comments, Feedback*



# SY25 Data Review

*Reports, Cases and Trends*

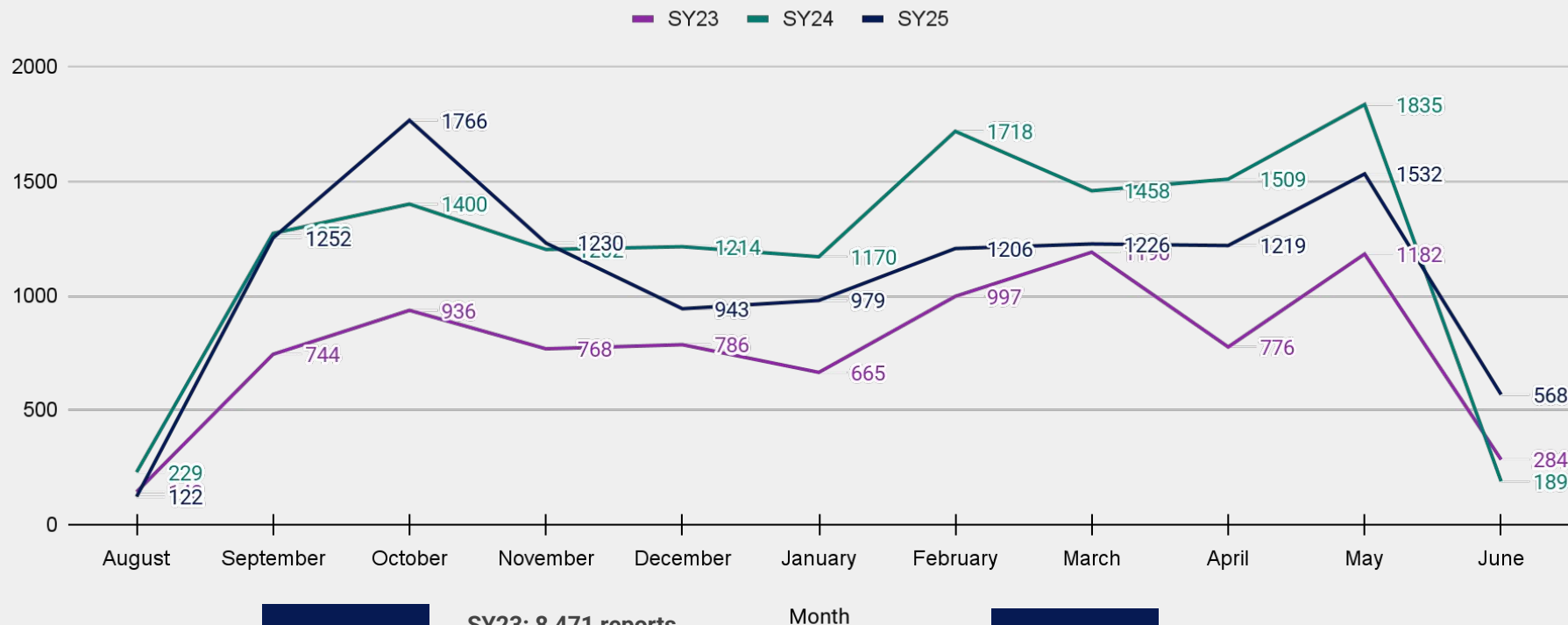


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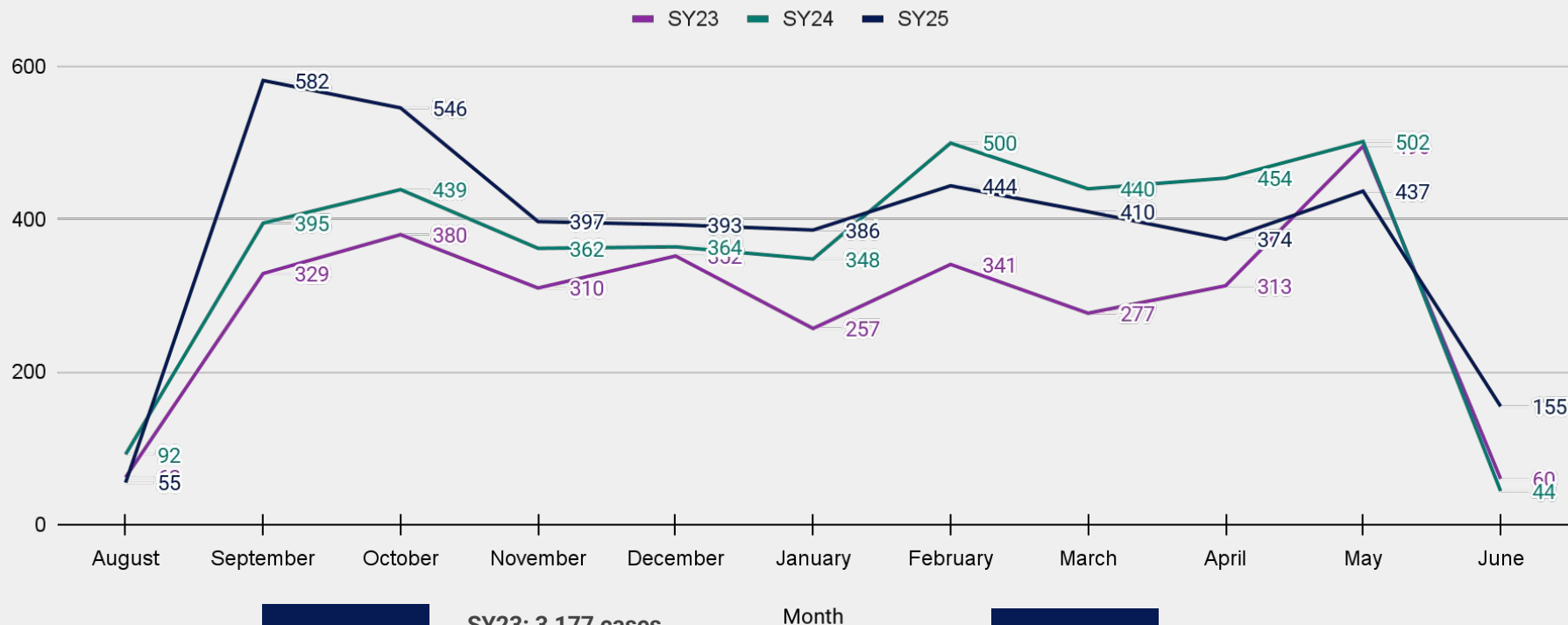
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# Report & Case Overview

# SY23, SY24 & SY25 Comparison: Reports Received



# SY23, SY24 & SY25 Comparison: Cases Opened

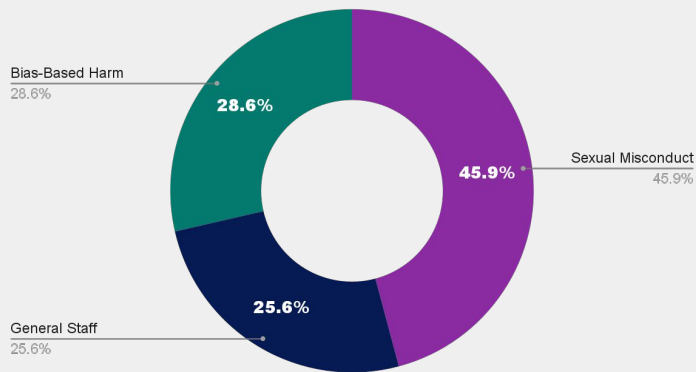


# SY24 & SY25 Comparison

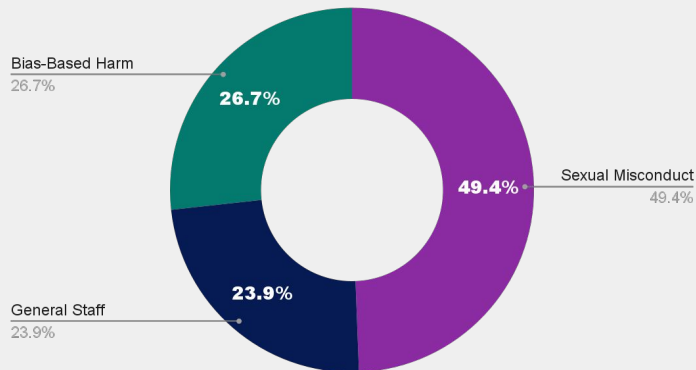
- 9% decrease in reports from SY24 to SY25
- 6% increase in cases from SY24 to SY25
- Slight decrease in percentage (4%) of Bias-Based Harm and General Staff misconduct cases combined
- Overall case type composition in SY25 is similar to SY24

● Sexual Misconduct ● General Staff Misconduct ● Bias-Based Harm

School Year '24



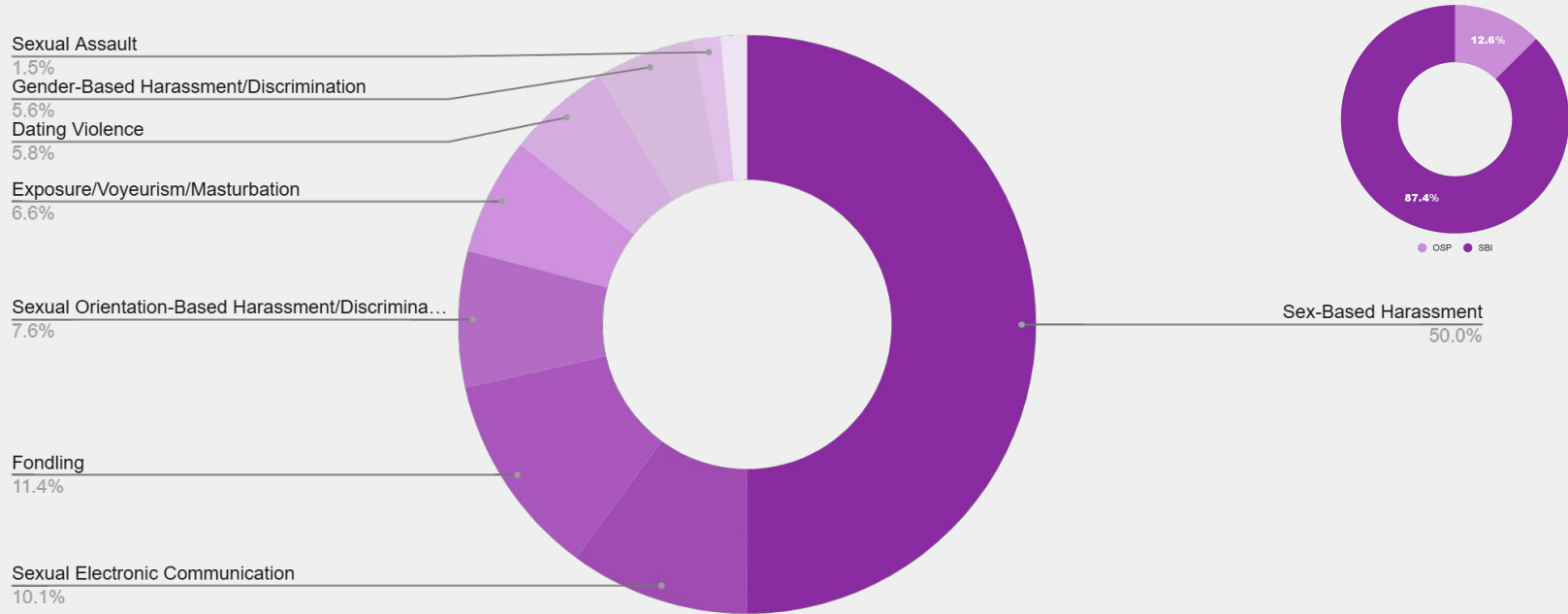
School Year '25



# SY25 Case Breakdown by Investigation Type

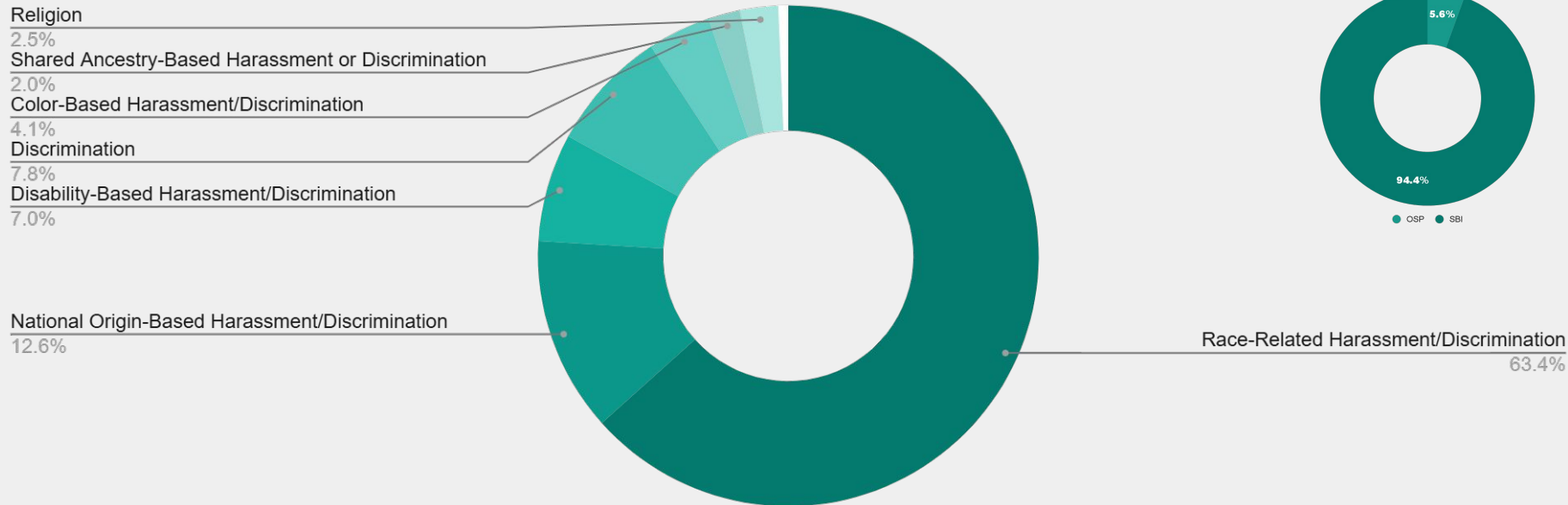


# SY25 Student/Student Sexual Misconduct Overview



- Sexual misconduct remains most frequent type of harm addressed by OSP
- There were 246 OSP-investigated sexual misconduct cases
- There was a continued escalation of Dating Violence cases in SY25

# SY25 Bias-Based Harm Overview



## Takeaways

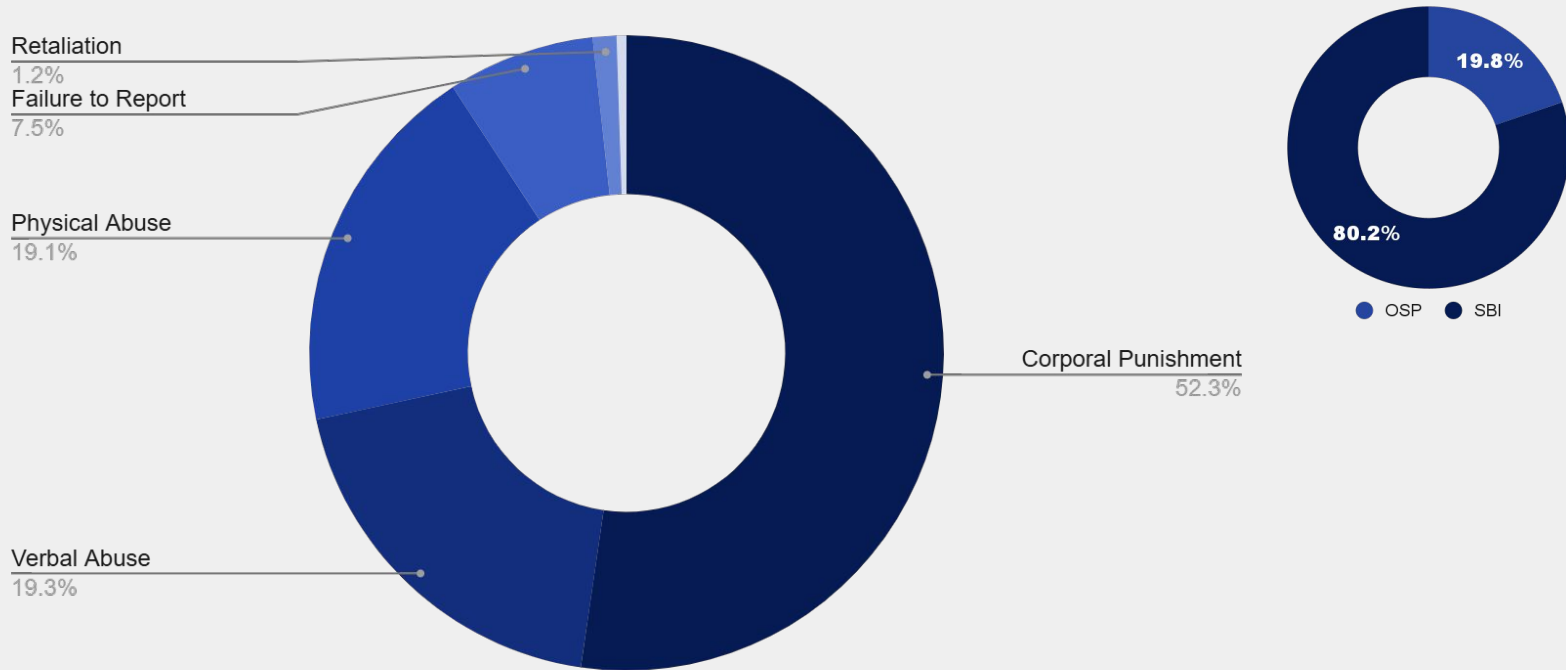
- In SY25, Bias-Based Harm cases accounted for about 2% fewer cases than in SY24
- In SY25, a significantly smaller percentage of cases rose to the level of OSP investigation than other case type



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# SY25 General Staff Misconduct Overview



## Takeaways

- General Staff Misconduct cases accounted for close to 2% more cases in SY25 (largest increase)
- Close to 20% of these cases rise to the level of OSP investigation
- OSP collaborated with the CPS Law Department to provide additional training to all administrators to prevent future instances of Failure to Report



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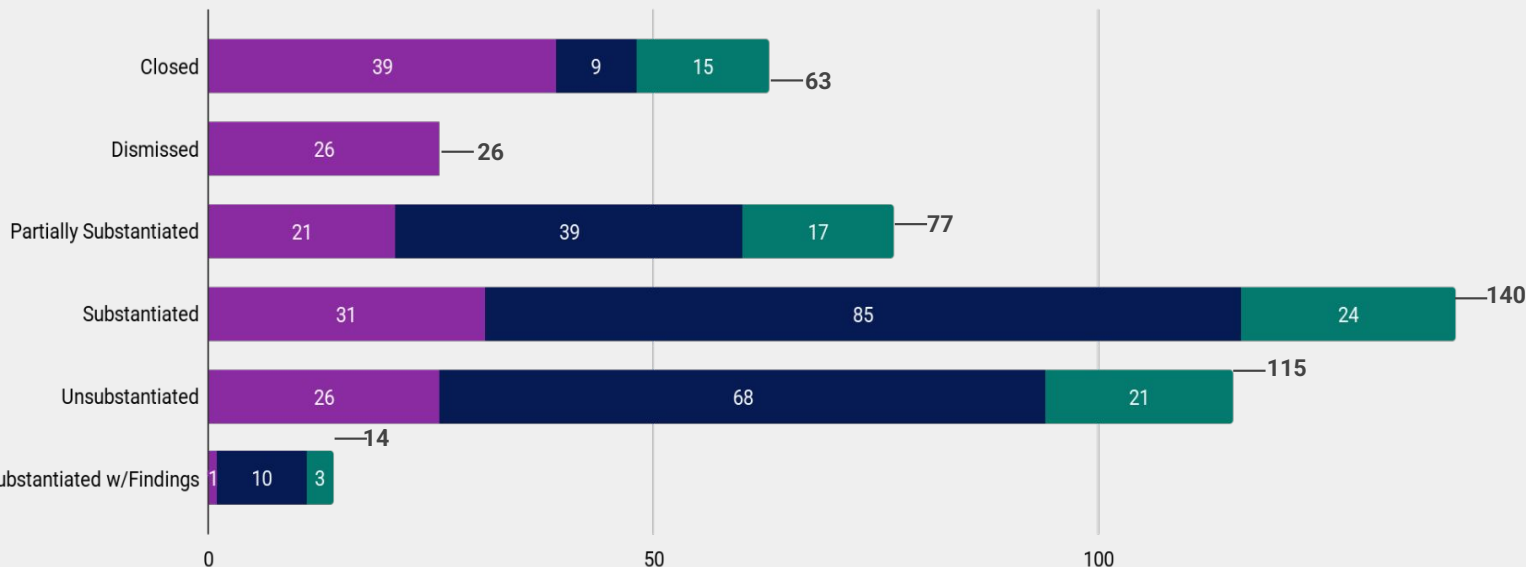
# OSP Investigations Case Findings

Investigations  
Closed

435

in School Year '25

Sexual Misconduct General Staff Misconduct Bias-Based Harm



Informal  
Resolution



24

Cases referred for  
Informal Resolution

16

Resolved  
Informally

6

Returned to  
Investigation

2

Complaints  
Withdrawn

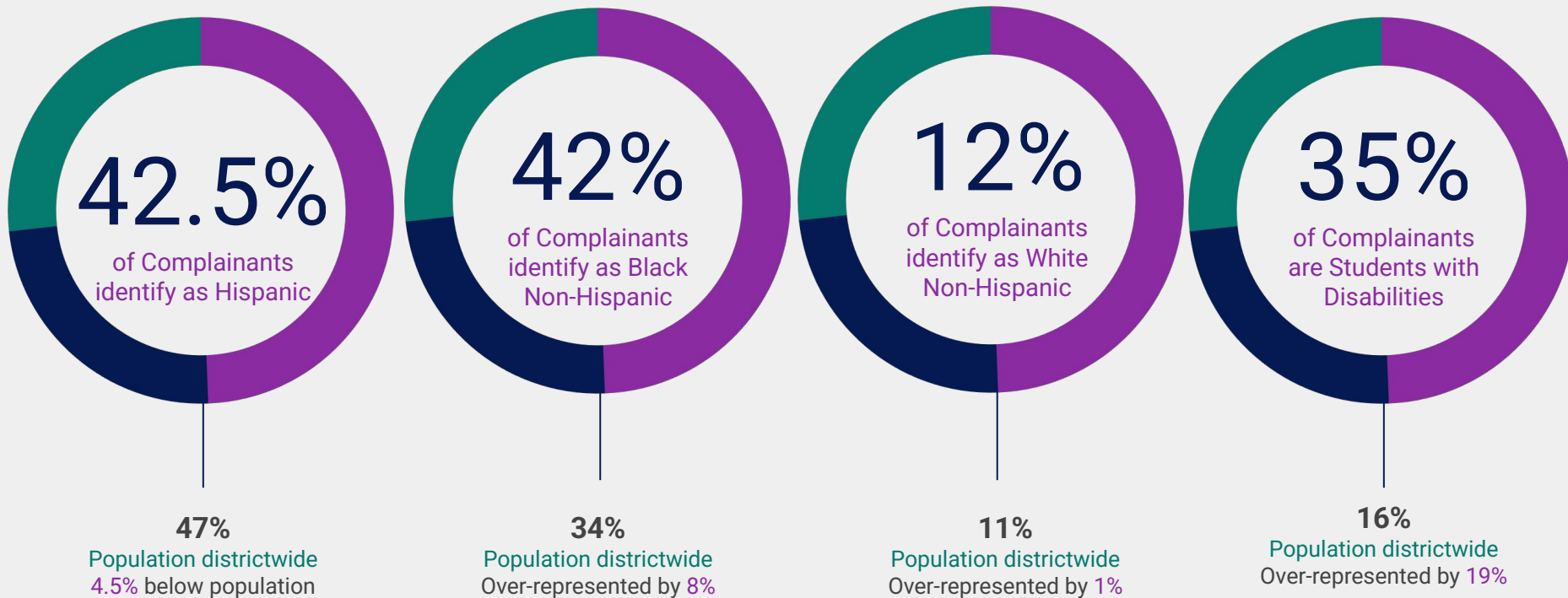


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# SY25 Case Breakdown by Demographics

# SY25 Complainant Demographic Overview



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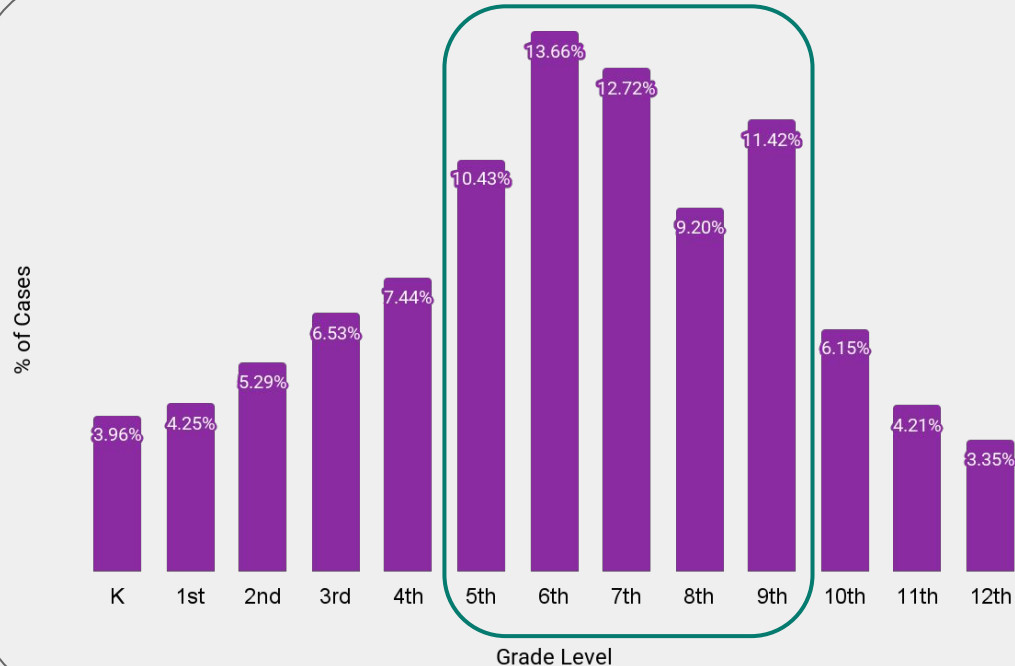
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# SY25 Cases Per Grade Level

## Takeaways



- 57% of cases occurred in 5th through 9th grade in SY25
- In SY24, 83.5% of cases occurred in the same grades
- In SY24, grades 6-8 accounted for 62% of cases
- In SY25, there was 26% decrease in cases in grades 6-8



# SY25 Complainant Demographics: Sexual Misconduct

## Complainant Data by Race & Ethnicity

**38%**

of complainants are  
identified as Black

**44%**

of complainants are  
identified as Hispanic

**12%**

of complainants are  
identified as White

## Gender

**60%**

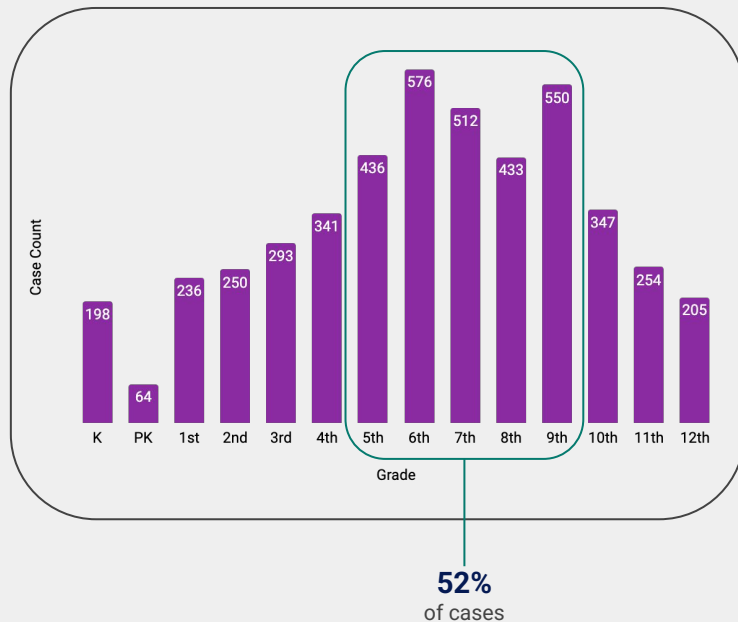
of complainants are  
identified as female

## Disability Status

**32%**

of complainants are  
identified as students  
with disabilities

## Complainants by Grade





# SY25 Complainant Demographics: Bias-Based Harm

## Complainant Data by Race & Ethnicity

**40%**

of complainants are  
identified as Black

**36%**

of complainants are  
identified as Hispanic

**14%**

of complainants are  
identified as White

## Gender

**56%**

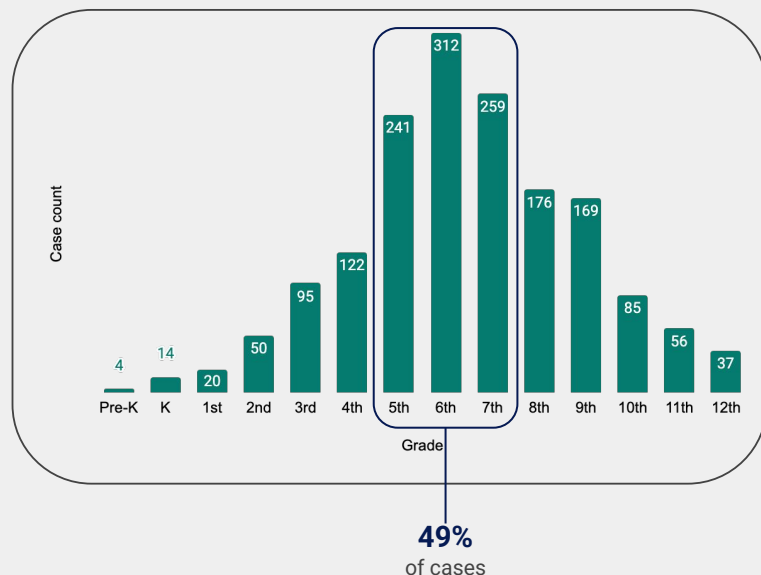
of complainants are  
identified as male

## Disability Status

**37%**

of complainants are  
identified as students  
with disabilities

## Complainants by Grade



# SY25 Complainant Demographics: General Staff Misconduct

## Complainant Data by Race & Ethnicity

**50%**

of complainants are  
identified as Black

**37%**

of complainants are  
identified as Hispanic

**8%**

of complainants are  
identified as White

## Gender

**62%**

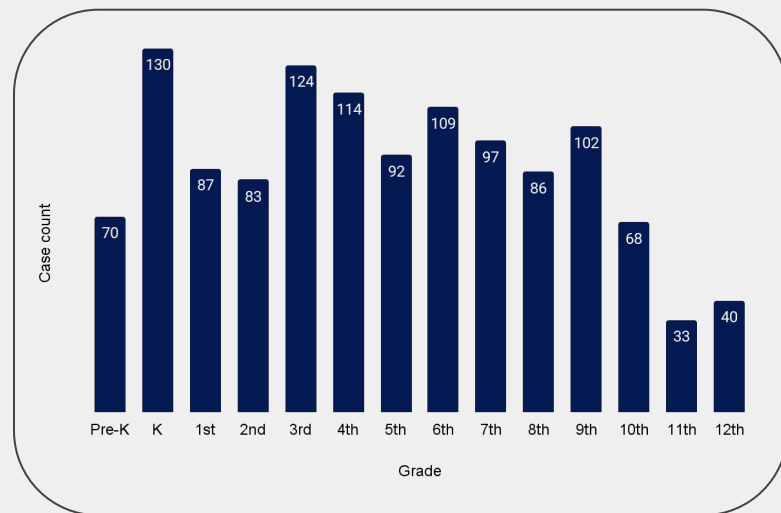
of complainants are  
identified as male

## Disability Status

**44%**

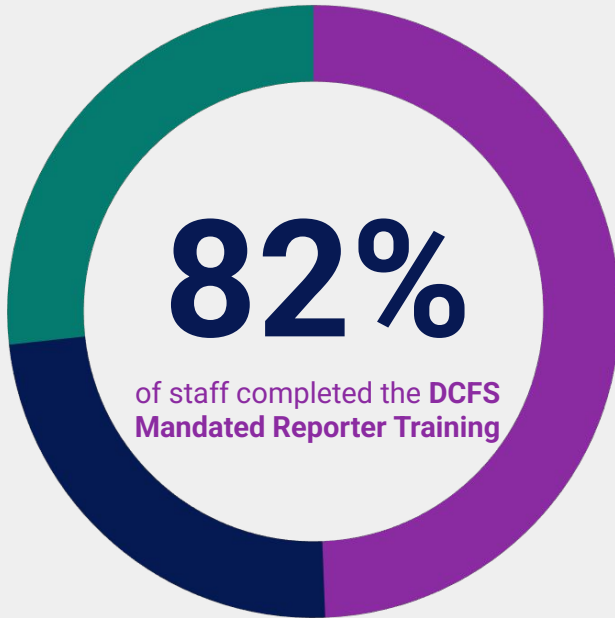
of complainants are  
identified as students  
with disabilities

## Complainants by Grade



# SY25 Training Data Review

# SY25 DCFS & PCC Mandatory Training Review





# Preparing for School Year '26

*Awareness Campaign,  
Training, & Prevention Programs*

# SY26 Awareness Campaign

## Student Reporting Postcard

**Apoyo disponible**

**CÓMO REPORTAR LA CONDUCTA SEXUAL INDEBIDA, LA DISCRIMINACIÓN O ACOSO, Y EL ABUSO**

Comuníquese con la Oficina de Protecciones Estudiantiles y Título IX  
Email: [osp@cps.edu](mailto:osp@cps.edu) Llamé 773-535-4400

Para más información  
Recibe apoyo confidencial  
Línea directa de Chicago para casos de crisis por violación  
888-293-2080

**Declaración de No Discriminación**

Es la política del Consejo prohibir la discriminación legal, el acoso y las represalias sobre la base de cualquier categoría protegida por la Constitución de los Estados Unidos, la Constitución del Estado de Illinois y las leyes u ordenanzas federales, estatales o locales aplicables, incluyendo pero no limitado al Título VI de la Ley de Derechos Civiles de 1964 (Título VI), el Título VII de la Ley de Derechos Civiles de 1964 (Título VII), la Ley contra la Discriminación Laboral por Etnia (ADEA), el Título IX de las Formas de Educación de 1972 (Título IX), la Ley de Estadounidenses con Discapacidades (ADA), la Ley de Educación para Personas con Discapacidades (IDEA), la Sección 504 de la Ley de Rehabilitación de 1973 (Sección 504) y 105 ILCS 5/22-95 (Ley de Escuelas Libres de Racismo), específicamente, pero sin limitarse a la discriminación, el acoso o las represalias por motivos de orientación sexual, género o sexo (incluye la identidad de género, la expresión de género, el embarazo, el parto, la lactancia y las afecciones médicas relacionadas con el embarazo), raza o etnia, identificación con un grupo étnico, ascendencia, nacionalidad, origen nacional, religión, color, discapacidad mental o física, edad, estado migratorio, estado civil, registro de pareja de hecho, información genética, creencias o afiliación política (no relacionada con sindicatos), estado militar, baja desfavorable del servicio militar o por la asociación con una persona o grupo con una o más de estas características reales o presuntas en los programas o actividades educativas que gestiona el Consejo.

Para incidentes relacionados con quejas de estudiantes, consulte la información de contacto específico.

**Oficina de Protección del Estudiante y Título IX (OSP)**  
773-535-4400 o [osp@cps.edu](mailto:osp@cps.edu)

**Consultas sobre equidad académica y equidad deportiva:**  
773-535-4400 o [equidad@cps.edu](mailto:equidad@cps.edu)

**Oficina del Inspector General (OIG) (sólo a estudiantes)**  
833-TELL-CPS (833-835-6277)

**Departamento de Derechos Humanos de Illinois (DHH)**  
1-877-236-7703, 711, o [www.illinois.gov/dhr](http://www.illinois.gov/dhr)

**Departamento de Educación de EE.UU.**  
773-535-1013 o [eeec@cps.edu](mailto:eeec@cps.edu)

**Departamento de Educación de EE.UU.**  
312-738-1560 o OCR.Derechos@ed.gov

**Las preocupaciones o consultas relacionadas con la discriminación por razón de sexo, acoso o represalias pueden dirigirse al Coordinador(a) de Título IX de la Junta o a la Oficina para los Derechos Civiles (OSC) del Departamento de Educación de EE.UU.**

**Elizabeth Mendoza Browne**  
Directora Principal del Título IX y Coordinadora Designada del Título IX de CPS  
110 N Paulina St, Chicago, IL 60612  
773-535-4400 [osp@cps.edu](mailto:osp@cps.edu) [cps.edu/osp](http://cps.edu/osp)

## Non-Discrimination Statement

## EOCO Non-Discrimination Postcard

If you are a CPS employee and are experiencing discrimination or harassment based on a protected category, contact EOCO.

Please Contact:  
**Equal Opportunity Compliance Office (EOCO)**  
773-553-1013 or [eeec@cps.edu](mailto:eeec@cps.edu)

If you would like to obtain free and confidential counseling services and support please contact:  
**Employee Assistance Program (EAP)**  
Call: 800-890-1213  
Online: [guidanceresources.com](http://guidanceresources.com)  
App: [GuidanceResourcesNow](http://GuidanceResourcesNow)  
Web ID: BCBILL-EAP

**CPS.EDU/OSP**



Student Protections and Title IX

Equal Opportunity Compliance Office

## Discrimination, Harassment, and Abuse Staff Reporting Procedure

### What is Title VI, Title IX, discrimination, harassment, and abuse?

Title VI is a federal civil rights law that protects against discrimination on the basis of race, color, and national origin. Title IX is a federal civil rights law that protects against sex discrimination, including sexual harassment. Sexual misconduct is a form of sex or gender-based discrimination or harassment that includes any conduct that is sex-based or of a sexual nature that is unwelcome or inappropriate and unreasonably interferes with, limits, or denies an individual's educational or employment access, benefits, or opportunities.

### Mandatory Procedure for Reporting a Complaint

All employees (part- or full-time), contractors, consultants, vendors, members of the Board of Education, Local School Council (LSC) members, and volunteers must report by taking the following steps.

- 1 If it is an emergency, per the Student Code of Conduct, notify 911. If you suspect child abuse or neglect, notify the Illinois Department of Children and Family Services (DCFS) at 1-800-252-2873 (1-800-25-ABUSE). Also, notify your school principal.
- 2 Notify the student's parent or guardian and OSP immediately:  
**District Schools:** Fill out an Aspen report and answer the appropriate question based on the complaint.  
**Charter, Contract, and Option Schools:** Fill out an Aspen report if you have access to Aspen. Otherwise, fill out a report using the Online Complaint Form on the OSP Website.
- 3 Staff unable to access Aspen should report the alleged misconduct to the school administration, or designee, for entry. If that is not possible and for any questions or assistance, contact the Office of Student Protections & Title IX (OSP) at 773-535-4400 or at [osp@cps.edu](mailto:osp@cps.edu).

**REMEMBER:** OSP coordinates student supports, as needed, to students involved in any Title VI, Title IX, discrimination, harassment, or abuse incident.

**Elizabeth Mendoza Browne**  
Chief Title IX Officer and  
CPS Designated Title IX Coordinator  
110 N Paulina Street, Chicago, IL 60612  
773-535-4400 [osp@cps.edu](mailto:osp@cps.edu)

## Staff Reporting Poster

# SY26 Beginning of Year Training

## Districtwide Training Updates

Updated the Protecting Chicago's Children Training to combine with Title VI content

Created specific EOCO training for Individual Contributors and Managers

Student Protections School Representative Training update

## Student Protections School Representatives

**7**

SPSR Trainings held during Summer '25

**169**

SPSRs Trained

**132**

Schools with Trained SPSRs

## Bystander Intervention Curriculum

**3**

Trainings held for educators during Summer 25

**45**

Schools had educators trained in the curriculum



# Prevention Programming



Summer '25 Civil Rights Scholars at the Field Museum



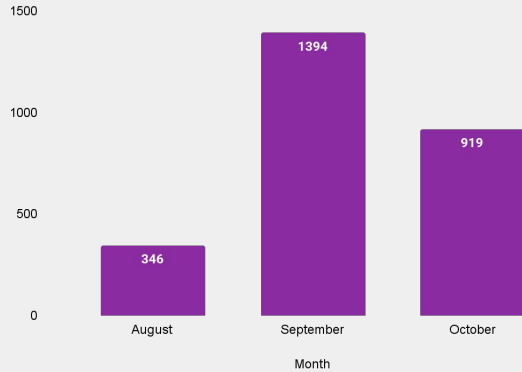
Summer '25 Civil Rights in Action Cohort at the Equal Justice Initiative Sculpture Park



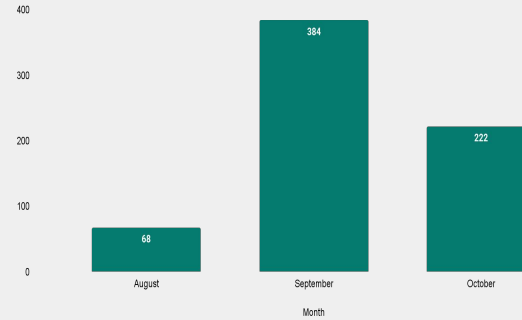
Looking Ahead to SY26

# SY26 Quarter 1: Case & Report Data

## Reports Received



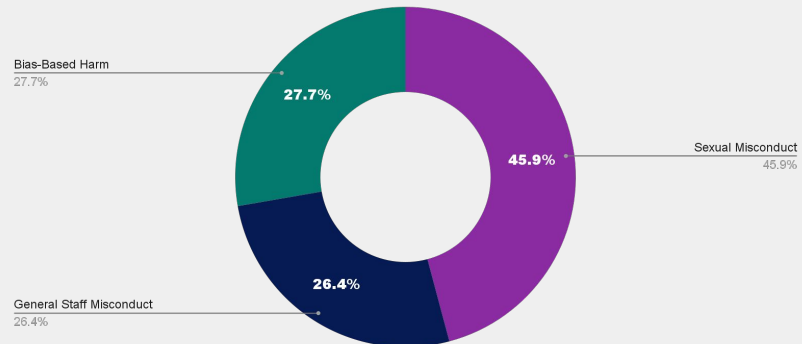
## Cases Opened



## Takeaways

- There was a 2.5% decrease in reports received from SY25 to SY26 (August and September)
- There was a 5% decrease in cases opened from SY25 to SY26 (August and September)
- There is a 2.5% increase in General Staff Misconduct cases in SY26

## Case Type Breakdown



# OSP–Investigated Cases Opened by Month SY23, SY24 & SY25

School Year	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
SY23	1	4	41	46	49	31	40	63	54	45	72	24
SY24	15	27	63	68	60	55	50	86	57	71	91	17
SY25	5	15	35	65	50	60	43	46	51	68	71	26
SY26	4	5	35									

**Totals**



SY23: 470  
SY24: 660  
SY25: 535



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