

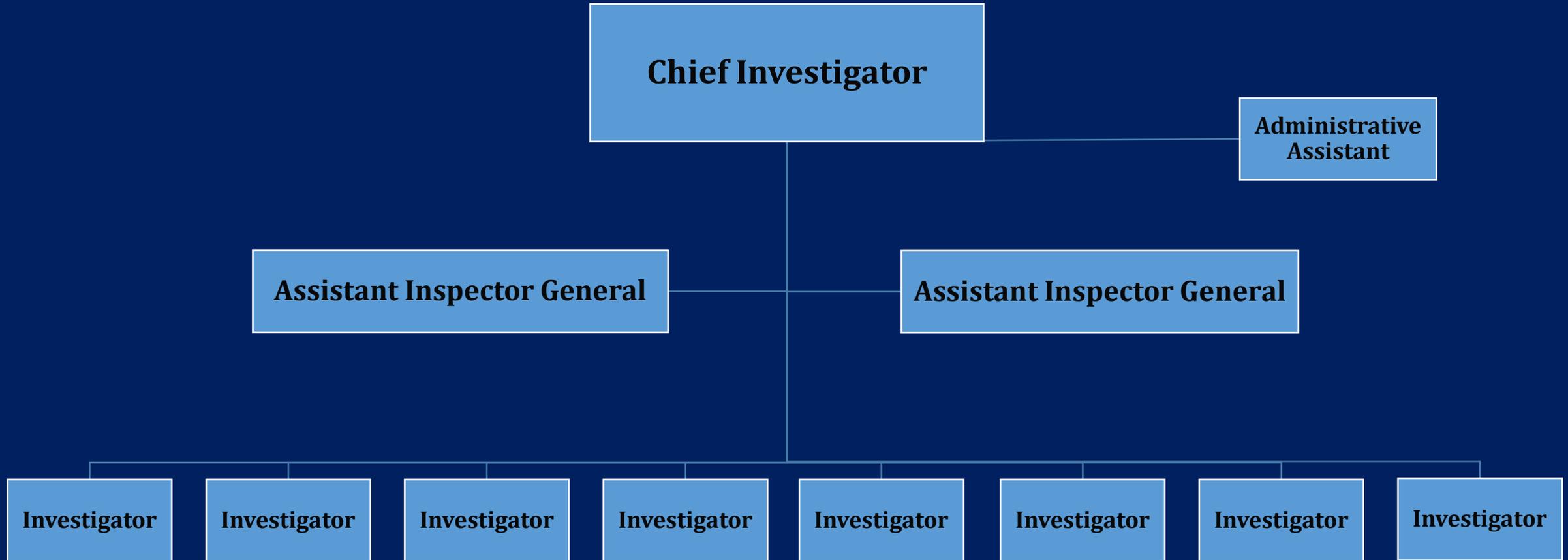
Wednesday, January 23, 2019

Presentation to the Board of Education of the City of Chicago

OIG Investigations of Sexual Allegations

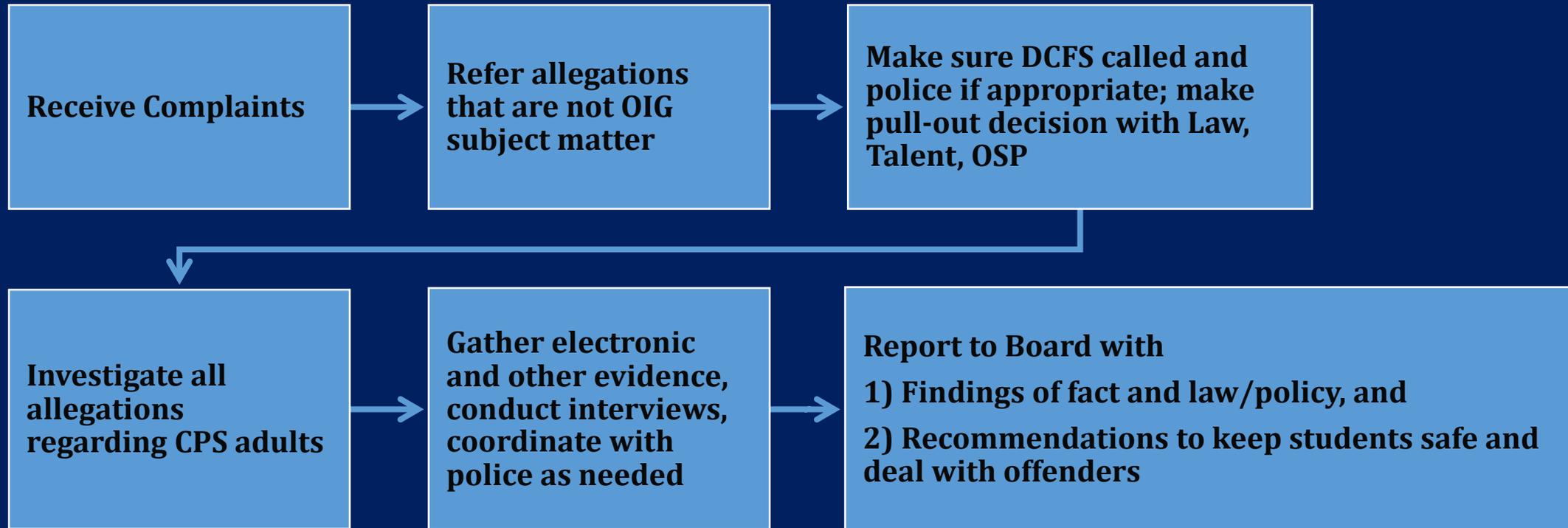
(833) TELL CPS cpsoig.org (773) 534-9418

OIG Sexual Allegations Unit Org Chart



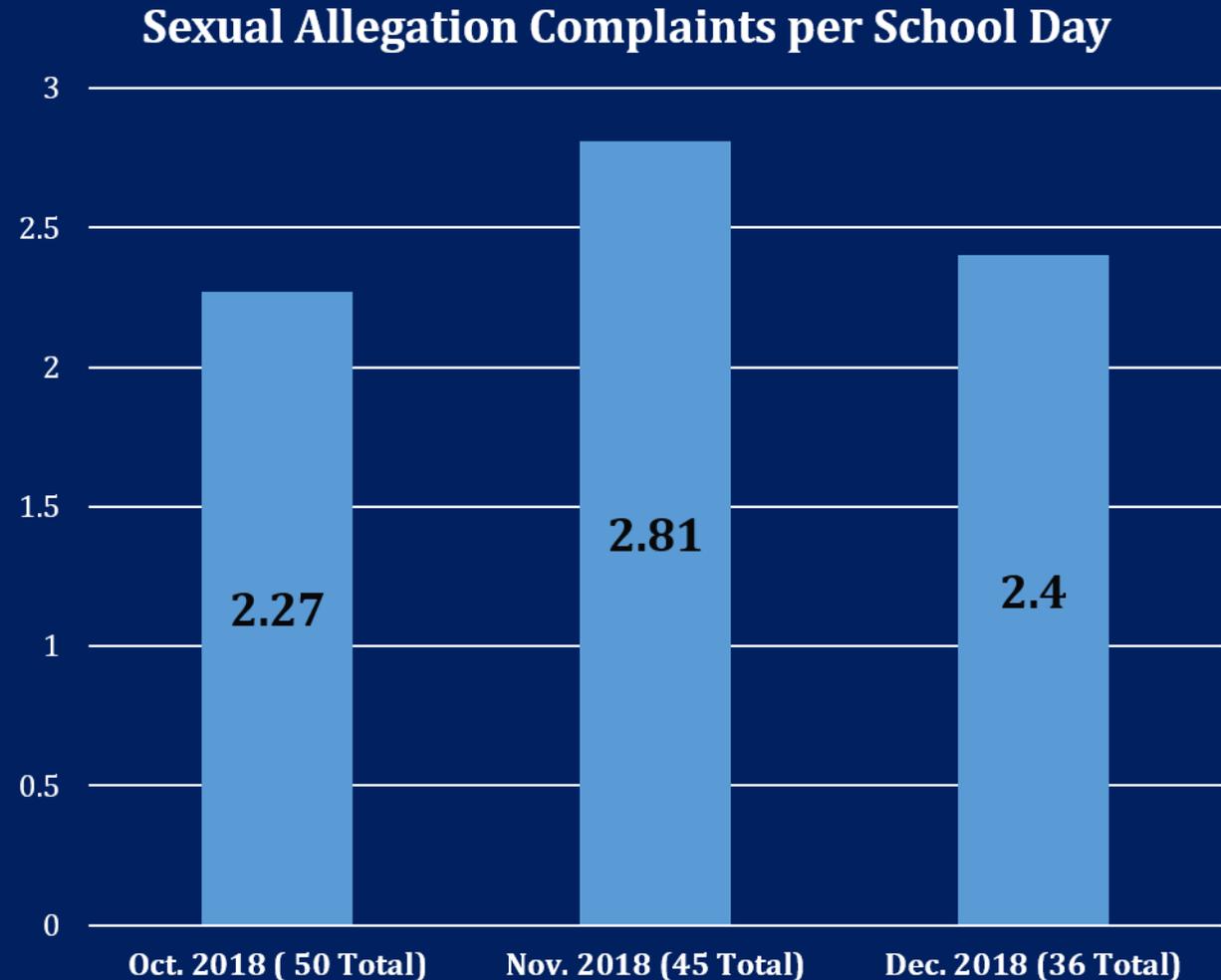
One open investigator position, Chief Investigator position soon to be open.

OIG Sexual Allegations Investigation Process



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

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

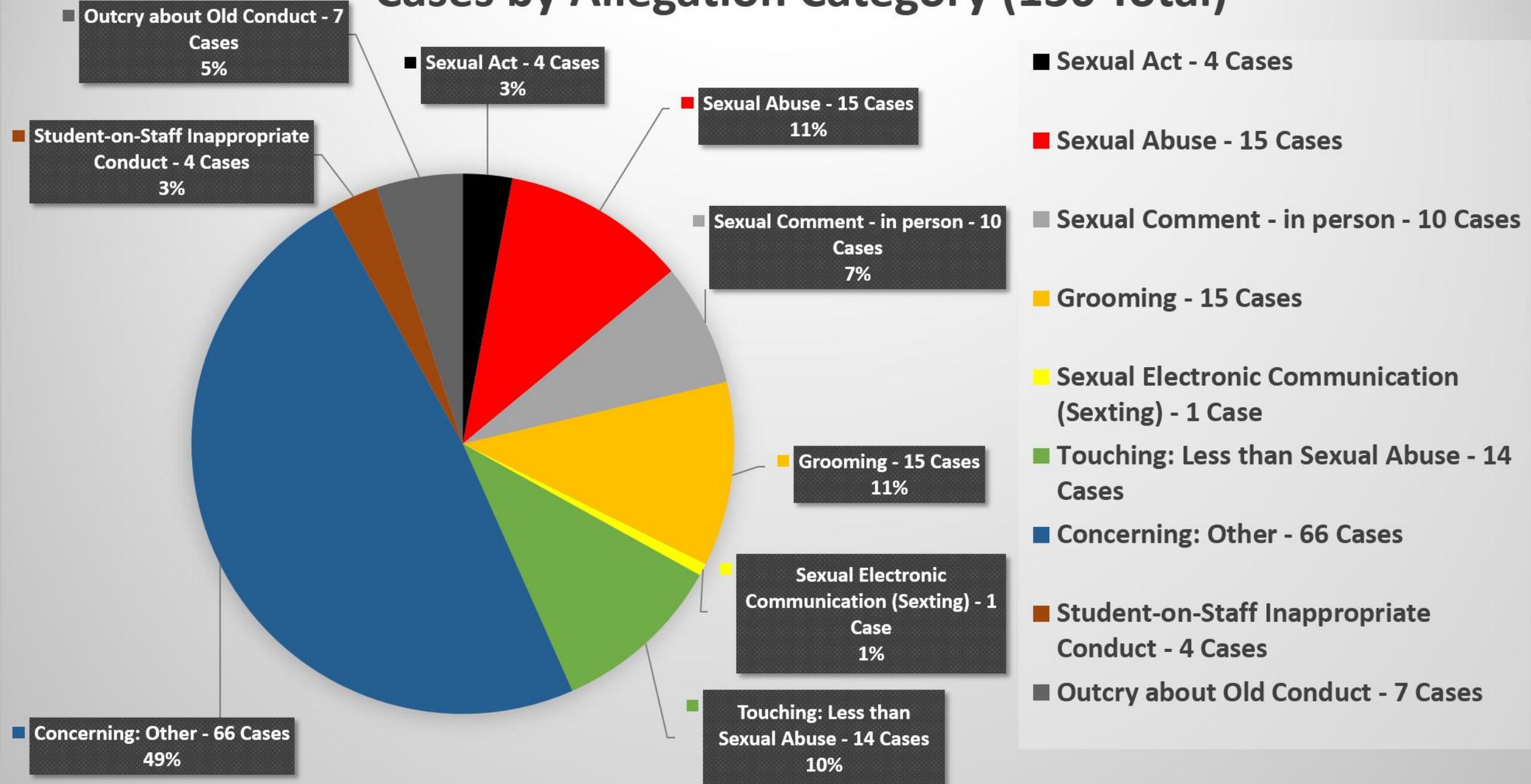
Student-on-Staff Inappropriate Conduct

- Students initiating concerning behavior towards a staff member

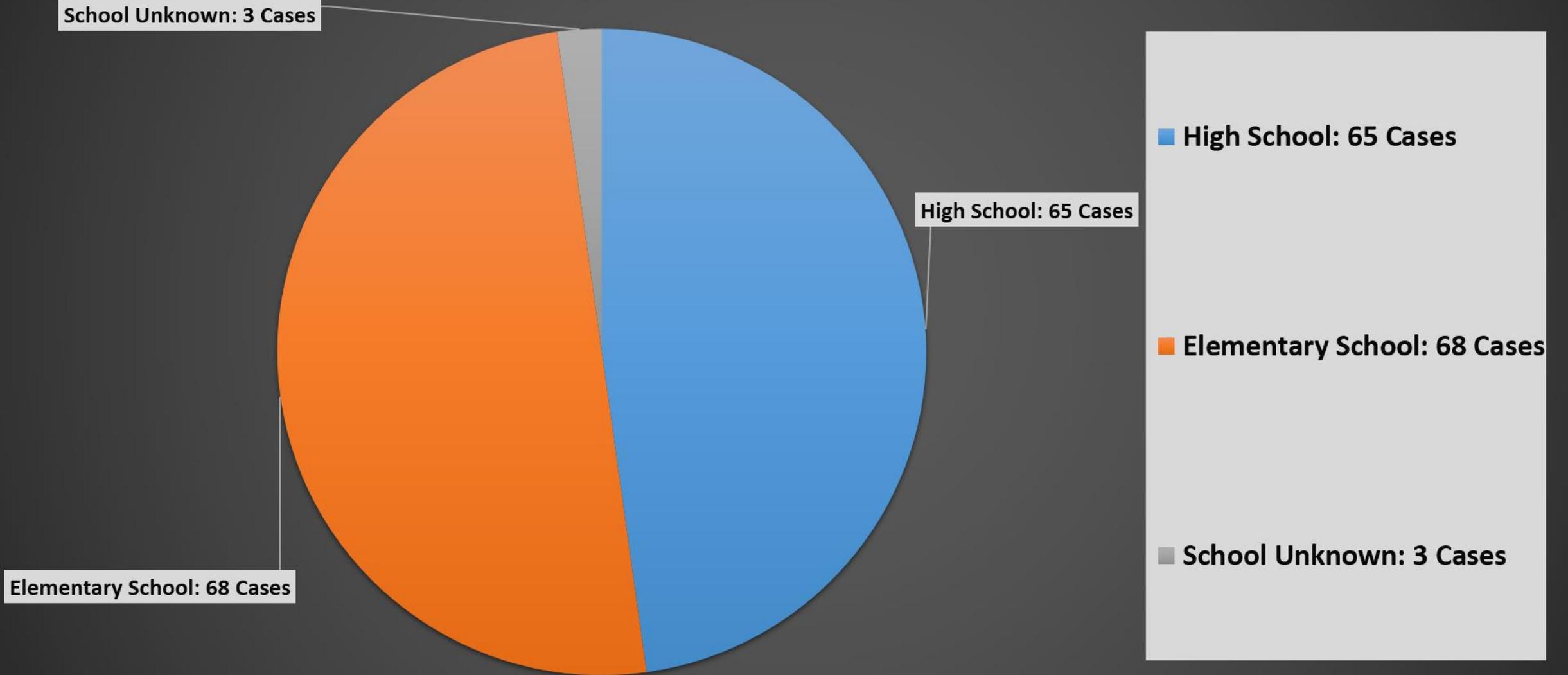
Outcry about Old Conduct

- Recent outcry about allegations from several years ago

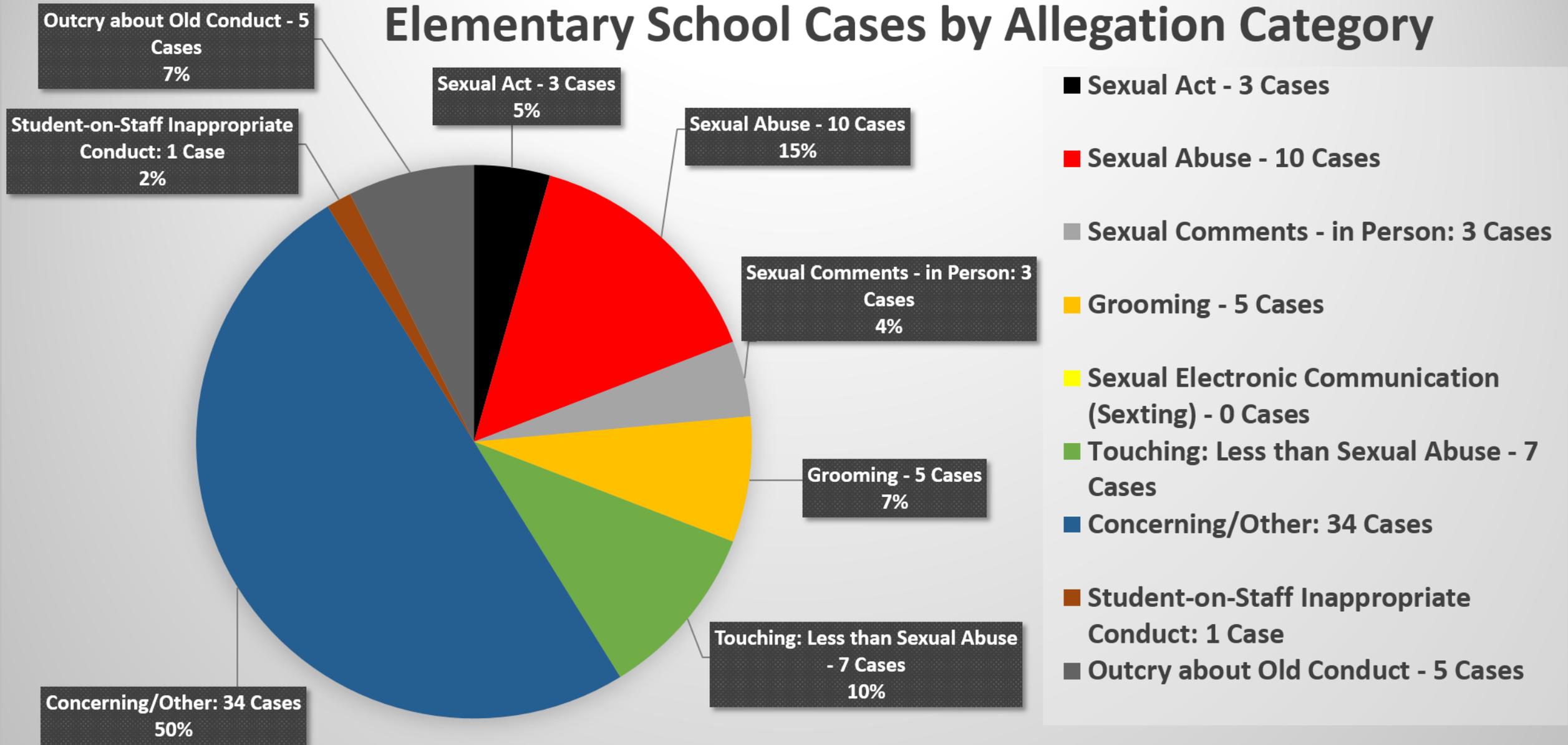
Cases by Allegation Category (136 Total)



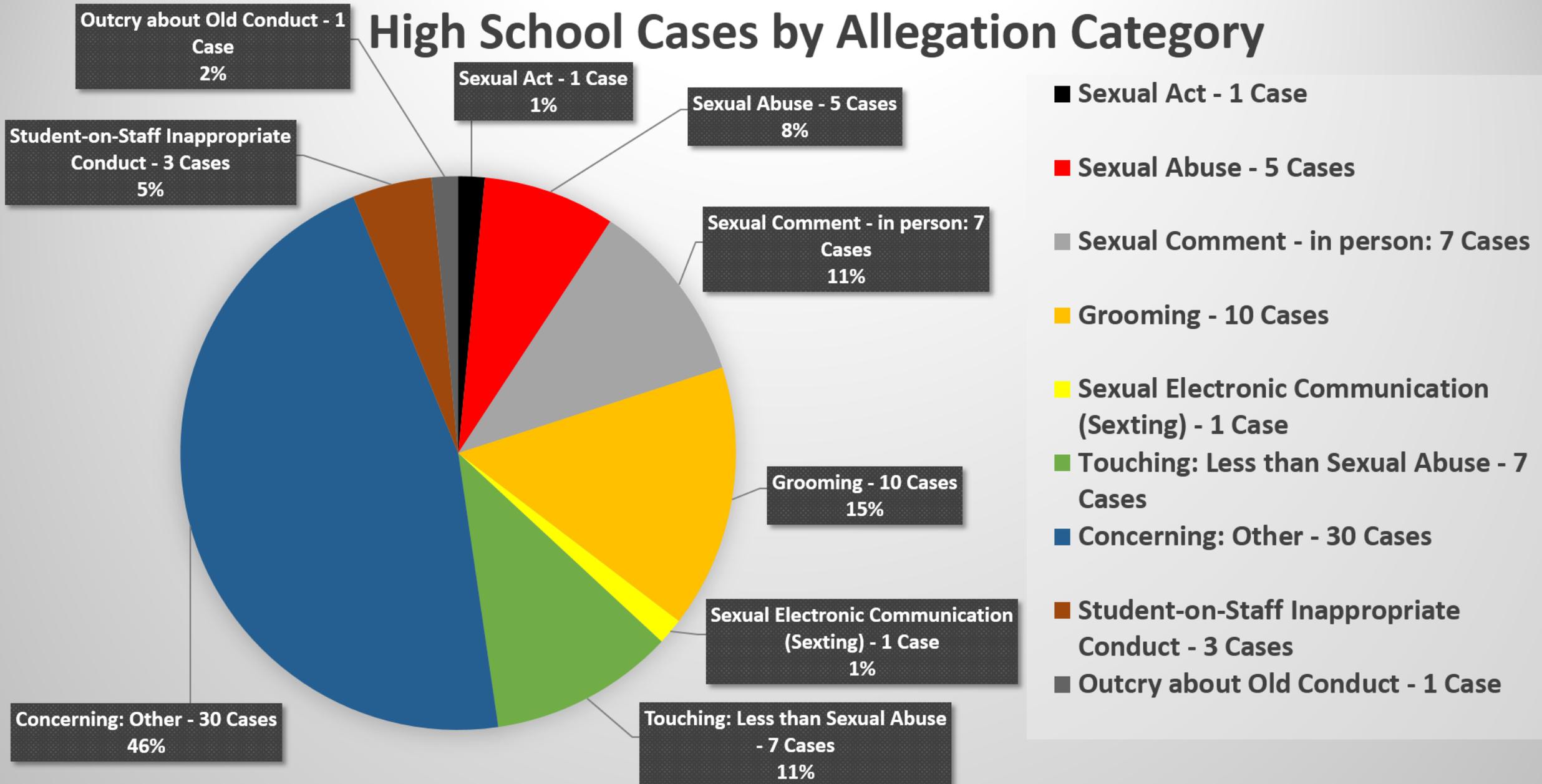
Cases by School Grade Level



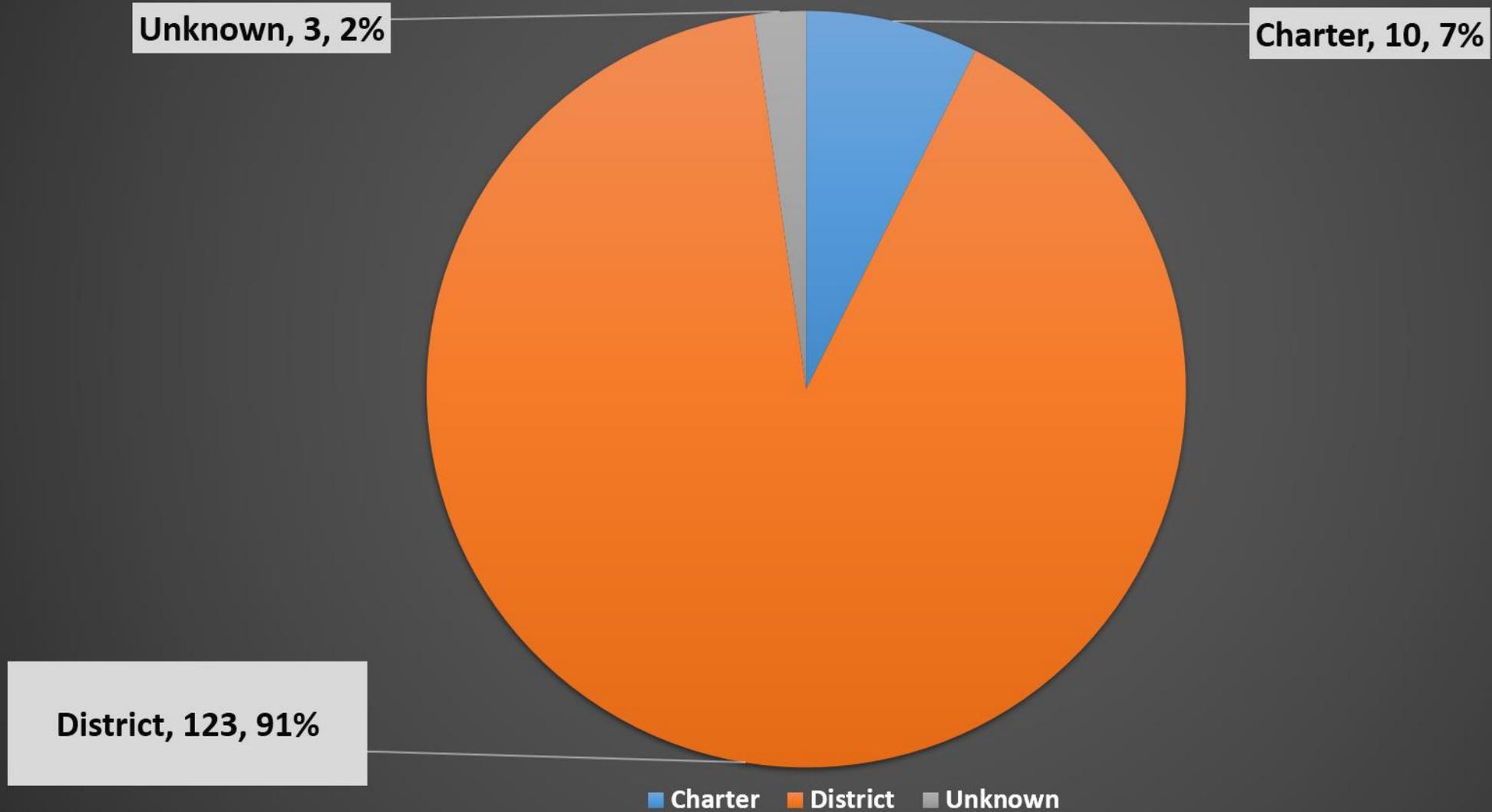
Elementary School Cases by Allegation Category



High School Cases by Allegation Category



Cases by School Type: District vs. Charter



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

Actions Pertaining to OIG Investigations

Pulled

- 33 adults pulled from school pending investigation

Blocked

- 4 substitute teachers blocked from teaching in CPS

Retired

- 1 employee retired in the wake of allegations

Fired

- 6 employees terminated from their positions

Of the 33 adults pulled pending investigation, there are:

12 Teachers

1 Dean/Coach

8 Security Guards

1 Lunchroom Monitor

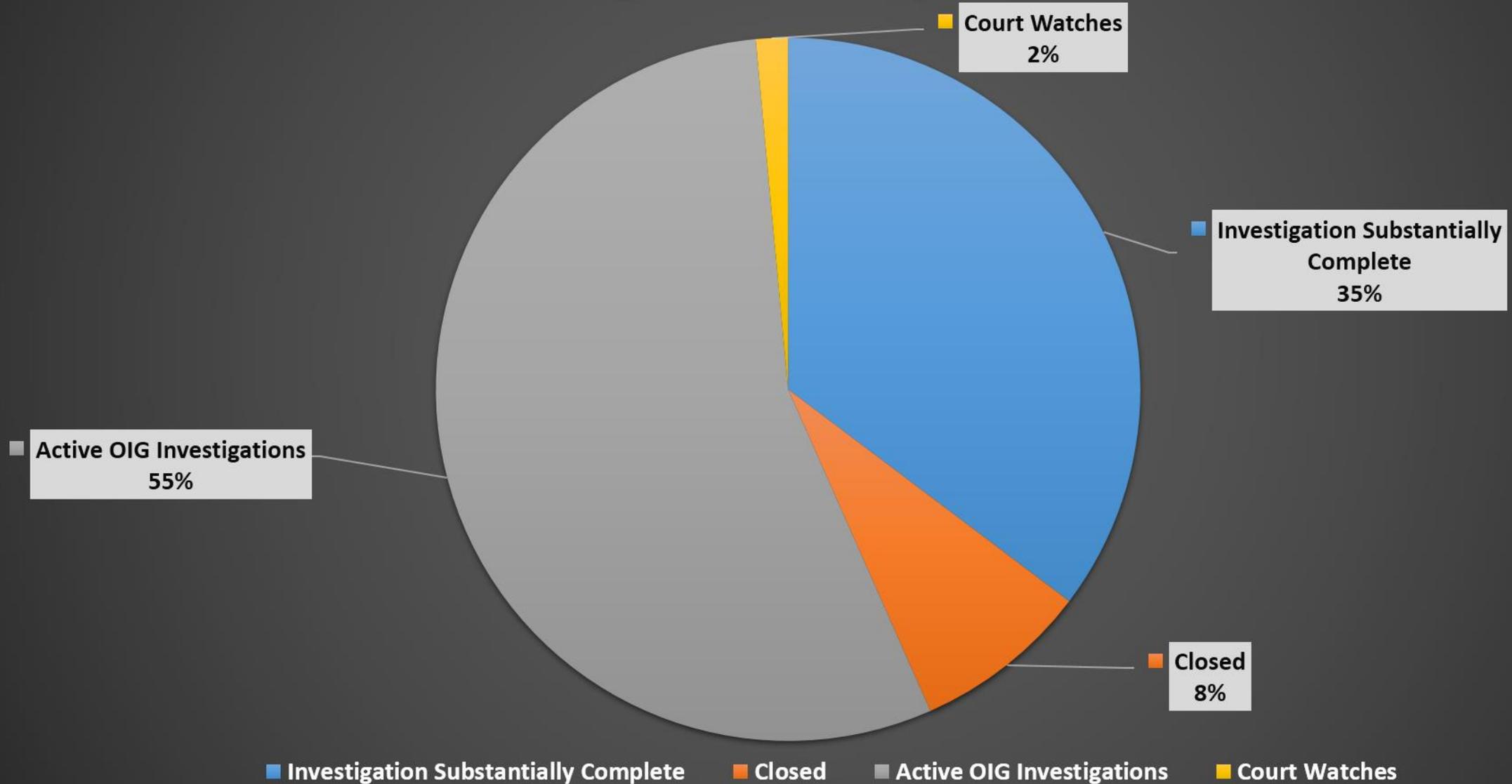
5 Vendor Employees

1 Custodial Worker

4 Bus Drivers or Aides

1 SECA

OIG Investigations by Case Status



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.

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.