Every student has the right to a safe and supportive environment free of discrimination, harassment, sexual misconduct and retaliation. Title IX is a federal civil rights law that does not allow discrimination on the basis of sex in schools and school activities including all of Chicago Public Schools.

What is discrimination based on sex?
This is when you are treated differently because of your sex, gender, gender identity, gender expression, pregnancy or pregnancy-related medical condition, childbirth or sexual orientation.

What is sexual harassment?
This is when someone says something or touches you, creating an unfriendly and uncomfortable situation. Such as when someone says something about how you look, your body, your gender, your sexual orientation, or your private parts that makes you feel uncomfortable. This can include inappropriate staring, inappropriate jokes, showing or sending sexual pictures, demanding hugs, dates or sexual contact, saying things that put you down due to your gender, or spreading sexual rumors.

What are other types of sexual misconduct that you are protected from?
- **Grooming**: This is when someone shows you special attention in an attempt to build a relationship, trust and/or emotional connection with you so they can manipulate, exploit and/or abuse you.

- **Stalking**: This is a repeated pattern of threatening behavior that can include following, watching or harassing you over a period of time and causes you to fear for your safety or the safety of others.

- **Dating violence**: This is a pattern of abusive and controlling behaviors that one person uses against you in order to have power and control in the relationship. The abuser intentionally behaves in ways that cause fear, shame and humiliation to control you. Forms of abuse can be physical, sexual, emotional and psychological.

- **Sexual violence**: This is sexual activity without your consent.
  - **Consent**: When you agree, give permission, or say "yes" to do something and your agreement is informed, active, voluntary, specific and ongoing. A person cannot consent if they are not able to function normally due to drug or alcohol use, if they are not awake, if they have a physical, cognitive, or developmental
difference that prevents them from understanding what is happening, or if they are under the age required by law to legally consent.

- **Informed.** A person must understand the who, what, when, where and nature of the activity.
- **Active.** Verbal or nonverbal actions that clearly show willingness to participate in the activity. Not saying no does not mean yes; No means No. Stop means Stop.
- **Voluntary.** Freely given without the use of force, coercion, manipulation, or threats.
- **Specific.** Consent must be present every time, for every action. Consent to engage in one type of activity is not consent to engage in a different type of activity.
- **Ongoing.** A person can take back consent at any time. Once consent is taken back, all activity must stop.

**How do I report and get help?**

If anything like this is happening to you or anyone you know at school or outside of school you can report this at school so that we can help. You can report this to the Title IX School Representative at your school which you can find at [www.cps.edu/osp](http://www.cps.edu/osp), by calling the Office of Student Protections and Title IX at 773-535-4400, or by emailing [osp@cps.edu](mailto:osp@cps.edu) and we will help to make sure that you are safe and supported.

**What happens when I report this?**

Once a report is received we will decide what type of investigation, if any, will happen. We will *always* provide you with support even if there is no investigation. If it is determined that an investigation should happen, then we talk with students and other people involved to hear their side of the story and what happened. After that, we decide if something “more likely than not” happened, and if it did, we let your school know and they will respond.

**Your rights in an investigation:**

- You have the right to have a prompt, thorough, fair and impartial investigation conducted
- You have a right to be heard and to share your experience
- You have a right to let us know if you do not feel safe
- You have a right, in some instances, to request that your parent or guardian not be notified of certain information or involved in the process
- You have a right to receive individualized interim and support services at your school
- You have a right to have a support person you choose in the room with you
- You have a right to meet somewhere private
- You have a right for us to keep what you tell us as private as possible
- You have a right to not answer any questions or be part of the investigation
- You have a right to share with us any evidence, names of witnesses, or information you know connected to the case
● You have a right to ask for an update on your case
● You have a right to access the information gathered during the investigation and that evidence that will be used to make a determination
● You have a right to know the outcome of the investigation
● You have a right to ask for a review of the outcome of the investigation
● You have a right to be free from retaliation

What is retaliation?
When someone takes action against you for reporting your complaint. If this happens, you should report this to us as we do not allow retaliation.

How can we support you?
We can provide you with the support that you need so that you can continue learning in school. Depending on your situation, as needed, we can provide you with someone at school to check-in/check-out with, counseling inside and/or outside of school, a plan to keep you safe, more time to do your schoolwork, a change in schedule, and also direct people not to contact you. Each situation is different and we will work with you to determine what you need.

How long will the investigation take?
We try our best to complete investigations as fast as we can and within sixty (60) calendar days. Sometimes investigations are complicated and take more time.

What happens when the investigation is over?
If the investigation determines that someone broke the rules then they will receive consequences according to either the Student Code of Conduct or staff policies.

What if I am unhappy with the outcome of the investigation?
If you are not happy with the outcome of the investigation and feel that we did not follow our procedures, or you have new information that changes the outcome, or you feel that the punishment is not appropriate for the violation, you have the right to appeal the decision within ten (10) calendar days of receiving the outcome letter. The information on how to file an appeal is found in the outcome letter that you receive. Additionally, you can email your appeal to ospappeals@cps.edu or call (773) 535-4400. You will receive our decision within ten (10) calendar days of us receiving your appeal request.

What if I want to report and do not want an investigation?
You can let us know if you do not wish for us to conduct an investigation at the time you report or at any time during the investigation. We will do our best to stop the investigation when you let us know, but we may have to continue the investigation if we believe there is a threat to you or others.

What if I wish to make an anonymous report?
You can make an anonymous report, but be sure to provide enough information for us to investigate. If there is not enough information we will not be able to fully investigate.

**What if I want to receive confidential support?**
You can contact the Chicago Rape Crisis Hotline at 888-293-2080. It provides survivors of sexual violence and their caregivers immediate support, crisis intervention and referrals for the city of Chicago and surrounding suburbs.

**Who is the Title IX Coordinator?**
Camie Pratt  
Chief Title IX Officer  
Office of Student Protections and Title IX  
110 N. Paulina Street  
Chicago, IL 60612  
773-535-4400  
osp@cps.edu

For any further questions please contact us at 773-535-4400 or osp@cps.edu