

Equal Opportunity Compliance Office (EOCO)

Sexual Harassment and Discrimination Training



Equal Opportunity Compliance Office (EOCO)

42 W. Madison Street – 3rd Floor Phone: 773-553-1013 Fax: 773-553-1091 Email: <u>EOCO@cps.edu</u> Website: cps.edu/EOCO





Training Outline

- Comprehensive Policy
- Non-Fraternization Policy
- New Policy Communication
- Policy Oversight Departments
- Key Definitions
- Reporting Procedures
- Investigative Procedures
- Violations and Discipline



Policy Updates

- Current Policy adopted May 26, 2016
 - Pre-dates Office of Student Protections & Title IX
 - Does not address all forms of Discrimination

<u>New Policy Effective September 3, 2019</u>

- Clearly defines Discrimination, Harassment, Retaliation & Protected Categories
- Goes beyond federal law to include sexual orientation, immigration status, domestic partner status, and gender identity/perception/expression
- Procedural Manuals created
- Removes Non-Fraternization Policy, but still exists





Non-Fraternization

- No employee shall engage in or maintain a romantic relationship with another employee for which they manage, supervise or may control or influence the supervision, evaluation or compensation of the other
- Romantic relationships between Board employees where there is no supervisory affiliation are not prohibited by this policy





New Policy Communication

- The policy will be accessible via the CPS, Board Rules, EOCO, Law, & OSP websites
- Posters will be displayed at all schools, Central Office, network locations
- Policy must be maintained in all schools' main offices, Central Office, administrative and network offices
- Principals must review the Policy with their staff prior to the start of each school year annually
- Effective 9/3 new hires will be required to complete the EOCO Sexual Harassment and Discrimination Training & Policy Acknowledgement

Chicago



Policy Oversight Departments







Covered Individuals

- Employees
- Students
- Contractors
- Consultants
- Vendors
- Volunteers
- Members of the Board of Education of the City of Chicago
- Local School Council Members





Where Does the Policy Apply?

- Digital spaces (including social media, emails, and texts)
- Board's Administrative Offices and schools
- During work-related assignments on or off Board property
- During school- or work-related extracurricular or social functions
- Anywhere Covered Individuals interact







Key Definitions

proof

(U.S.); republican principles, republication, ré-publisha shon, n. The act of republishing; a new publication of something before To produce again the production of; pring; to portray to the memory

republish, re-publish, e.t. To pubroducer, re-lish anew; to publish again, as in a or that which ion, ré-pro--

ated and repudiate, ri-pu di-at, v.t.-repudiated, repudiating. (L. repudio, repudiatum, to divorce, to cast off, from cies enrepudium, a casting off, a divorce.] or pre-To cast away; to reject; to discard; reto disavow; to divorce; to refuse -010-

to acknowledge or to pay, as debt .--repudiation, ri-pü'di-à'shon, n. [L. 240 repubiatio.] The act of repudiating; 20

rejection; disavowal; divorce; refusal on the part of a government to pay debts contracted by a former govcomment repudiator, ri-pu di-4--

tr, m. One who reputietes. ugnance, repugnancy, ri-pug'the strong manual, m. (Pr. superur, L. repagnance, from repagner, dat-rs, against, and pagear, to PERSONALIZED | The same of spreament in second; freeling of OF MOREST MULTINE, PRODUCTION ... STATE OF TAXABLE PARTY OF TAXABLE PARTY

policies of the Republican party (U.S.); republican principles.

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Being in good repute; held esteem; not mean or disgraceful in esteally, rep'ū-ta-bli, adp. Being esteem; not mean or disgraceful in reputably, rep'ù·ta·bli, adouting a reputable manner. - reputation an+u·tă'shon, n. [L. reputation,] Chan reputable manner. reputation a reputation of character by report; opinion of character acter by report; opinion of character acter by retertained; character acter generally entertained ; contacter at tributed; repute; in a good or bat tributed; often favorable or honorabi sense; often favorable or honorable sense; often favorable or honorable

regard; good name. request, ri-kwest', n. [O.Fr. request (Fr. request), from L. requisita, a bing required, a want, from require (Fr. required, a want, from requisid, a thing required, a gain, and guaro, requisition-re, again, and expression of desire to some person expression to be granted or down quaesitum, to seek. and quaero, QUEST. The for something to be granted or done: an asking; a petition, prayer, on: an asking; the thing asked for or ch-treaty; the thing estate of being estern requested; a state of being esteemed and sought after, or asked for (an and sought much request). Request expresses less carnestness than me reaty and supplication ; and supposes a right in the person requested to deny or refuse to grant, in this differing from demand. 0.1. To make a request for; to solicit or express desire for; to express request for its and 15 80

reread

who requites. requital, ri-kwi'tal, who Return for any office, good or is recompense; reward. bad; recompense; v.I. To read.

bad; recompense; reward. and or bad; re*red', v.I. To read again or reread. reread, rér'dos, n. [Fr. arrière dos-anew, rér'dos, and dos, L. dorsum, reredos, behind, and dos, L. dorsum, the portion of the wall behic. the back. Renard of the wall behind orated rising above the altar ind ed portion of the wan behind rising above the altar in a

church. reremouse, rér'mous, n. [A.Sax. reremous, from hrénan, to raise reremouse, ref mous, n. [A.Sax. reremus, from hrénan, to raise, to hréremus, a muis, a mouse.] A bat. move, move,

(Shak.) rerun, ré'run, n. An added running, rerun, later showing of a motion as a after its first run. as a later its first run.-v.t. To

run again. resail, ré-sal', v.t. or i. To sail

resale, ré'sal, n. A sale at second

hand; a second sale. rescind, ri-sind', v.t. [Fr. rescinder, from L reactinado, reactioners re, again, and sciends, to cut (as in concise, precise, etc.).] To cut abort1; abrogatel to revoke or annual competent authority (to reacond a

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from similis, like. SIMILAR.) To be like; to have similarity to in form,

figure, or qualities; to liken; to compare. resemblance, then; to ri-zervd', p. blans, n. The state or quality of or future resembling; likeness; behavior; either of external form or of qualities; TINZET WED manner; something similar; a similitude .-Resemblance, general, in animals, a reser 17:252.17 harmonizing with surroundings producing inconspicuousness. May be protective, aggressive (deceiving SERG prey), or both. May be capable of Ker adjustment, i.e. variable .- Retern-35 blance, special, in animals, resemblance to some specific object in surroundings, causing moonspiceousness. May be protective, etc. resend, ré-send', e.t. To send sgun resent, rivient', c.t. |Fr. vmar from L. re, and towns, to savers.) To consider as an inco affront; to be in some degree. or provoket at , to take out quarks feeting by workin up a The for the log-reach , the first, we successful, excess fair, the same an owners . That of more



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Protected Categories

Actual or perceived:

- Age (40 and above)
- Immigration Status
- Genetic information
- Mental or Physical Disability
- Race, Color, or Ethnicity
- Registered Domestic Partner Status or Marital Status
- Gender or Sex (includes gender expression/identity and pregnancy related medical conditions, etc.)







Unjust or prejudicial treatment, including harassment and sexual misconduct, towards individuals due to the person's real or implied membership in one or more of the Protected Categories





Discrimination is Prohibited in:







Harassment

Unwelcome verbal, nonverbal, visual, and/or physical conduct that is based on the person's real or implied membership in one or more of the Protected Categories







Hostile Work Environment

Includes Harassment and Sexual Misconduct as defined by the Policy

• Quid Pro Quo (Sexual)

Principal or other supervisor conditions an employment benefit (e.g. promotion) on a teacher's agreement to engage in his or her sexual demands

• Third Party Harassment

Offended individual is not the direct recipient of the harasser's conduct





Examples of Harassment

<u>Verbal</u>

- Inappropriate, insulting, or offensive name calling or comments
- Repeatedly asking a coworker out for a date after being told "NO"

<u>Visual</u>

- Provocative, lewd or suggestive pictures, posters, texts, memes/GIFs or emails
- Inappropriate, derogatory, or offensive social media interactions

Nonverbal

- Provocative, threatening or offensive hand gestures
- Lewd and suggestive leering, posture and body movements

Physical

- Unwanted rubbing and/or hugging, touching or pinching an individual
- Providing or receiving unwanted or inappropriate gifts







Adverse employment action such as discipline or denial of or access to a service or benefit, against any person for having made a complaint or report or participating or aiding in an investigation of Discrimination, Harassment, or Sexual Misconduct, whether internal or external with a federal, state, or local agency.





Reporting Procedures







Employee Assistance Program (EAP)

If you believe you have experienced Discrimination, Harassment, and/or Retaliation and would like to obtain free and confidential counseling then please contact the Employee Assistance Program at

1-800-424-4776 or visit www.magellanascend.com

Magellan will not share information with the EOCO

To report Discrimination, Harassment, and/or Retaliation contact the EOCO directly





Timely Reporting: EOCO is Here to Help

- Report complaints of Discrimination, Harassment or Retaliation to the EOCO within 90 calendar days of the incident(s)
- The EOCO has the discretion to investigate allegations outside the 90 calendar day window
- Supervisors, Administrators, Assistant Principals, Principals and/or Network Chiefs are obligated to report receipt or knowledge of allegations to the EOCO within three (3) business days
- No school or department-based investigation or discipline may be initiated or imposed regarding allegations of Discrimination, Harassment, or Retaliation until the EOCO or the Law Department has been contacted and have determined next steps





Investigative Procedures

EOCO Receives Complaint	EOCO Investigates	Determination Rendered
 Via fax, phone, email in-person, 	 Case assigned to an Investigator 	 Substantiated
 Determine department	 Interim steps to eliminate or reduce contact between parties if necessary 	UnsubstantiatedReferral for discipline
 Send Complainant confidential EOCO Discriminations forms 	 Investigator interviews parties involved & collects evidence 	 Corrective Action rendered at EOCO discretion
Case file is opened	 Conducts analysis of the 	Chicago

case

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Violations and Discipline

It is a violation you can be to not abide disciplined and... by this Policy





Wrap-Up

- New Policy effective 9/3/19
- Covered Individual: anyone receiving or providing Board services
- Complaints are to be made within 90 calendar days
- Principals, Administrators, Assistant Principals, and/or Supervisors report knowledge of complaints to EOCO within **3 business days**
- Report: EOCO (adult-to-adult and student-to-adult) OSP (student-to-student) OIG (adult-to-student)
- Policy violations can occur off school and Board property
- Harassment is not limited to sexual harassment
- Retaliation can be substantiated even if the underlying allegations are not





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