

SENATE BILL 23-296: CONCERNING PROTECTIONS FOR STUDENTS AGAINST DISCRIMINATORY PRACTICES AT SCHOOL



The Colorado General Assembly passed Senate Bill 23-296 in April 2023. The bill seeks to provide additional and complimentary requirements for complaints that would fall under Title IX of the of the federal "Education Amendments of 1972" and provide equitable standards for harassment based on protected classes other than sex to ensure that students who are subject to harassment or discrimination are provided a prompt and fair process, information about their rights and status of the complaint, and supportive measures or accommodations to remedy the impact of the harassment or discrimination.

Implementation by Local Education Providers

A Local Education Provider (LEP) shall:

- Post notices in multiple places in the school describing how and to whom a student can report harassment or discrimination to the school.
- Accept formal reports of discrimination or harassment in writing, in-person, by phone, email, or online form and kept confidential.
- Adopt procedures for investigating reports of harassment or discrimination, which must be fair, impartial, and prompt.
- Retain the records of harassment or discrimination report for 7 years.
- Grant an excused absence to a student who has experienced harassment or discrimination for any time the student is out of school because of therapy, medical, legal, or victim services appointment related to the harassment or discrimination.
- Offer accommodation or supportive measures to a student who is experiencing harassment or discrimination.

On or before July 1, 2024, each LEP shall adopt a written policy that protects students experiencing harassment or discrimination. The policy adopted is separate from and in addition to any policy a public school or LEA must adopt pursuant to Title IX. Each LEP shall periodically review and update the policy, in addition to making the policy available to students, students' parents or legal guardians, and employees. The policy will be in English and, upon request, in Spanish and must be on the website in English.

Beginning no later than July 1, 2024, each LEP shall provide training to all employees about harassment and discrimination. Each new employee must complete training upon hiring and at least every 3 years thereafter.

On or before July 1, 2025, and on or before July 1 of each year thereafter, each public school of a school district shall report to the school district, and each institute charter school shall report to the Charter School Institute, the following information, aggregated and without personally identifiable information about the parties, from the prior twelve months:



- The number of formal harassment or discrimination reports received by the school and the type of bias reported when discrimination or harassment was found.
- The time to complete each investigation and to make findings related to each report.

On or before August 1, 2025, and on or before August 1 of each year thereafter, the Charter School Institute and each school district shall report to the Colorado Department of Education the information it received from each school.

Implementation by the Colorado Department of Education

The Colorado Department of Education (CDE) will create a data collection that aligns to the requirements of this law. Following the creation of the collection, the department will provide training to data respondents on how to collect the data needed for reporting.

On or before October 1, 2025, and on or before October 1 of each year thereafter, the CDE shall report the information received from districts to the sexual misconduct advisory committee.

WHERE CAN I LEARN MORE?

For data collection questions, please contact DJ Loerzel, Loerzel_d@cde.state.co.us

For programmatic questions, please contact Joanna Bruno, Bruno_j@cde.state.co.us