Second Regular Session Seventy-first General Assembly STATE OF COLORADO

PREAMENDED

This Unofficial Version Includes Committee Amendments Not Yet Adopted on Second Reading

LLS NO. 18-0399.04 Jerry Barry x4341

HOUSE BILL 18-1391

HOUSE SPONSORSHIP

Duran and Winter,

SENATE SPONSORSHIP

Martinez Humenik and Kerr,

House Committees

Education

Senate Committees

Judiciary Appropriations

A BILL FOR AN ACT

101 CONCERNING THE PREVENTION OF SEXUAL MISCONDUCT ON HIGHER
102 EDUCATION CAMPUSES.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at http://leg.colorado.gov.)

The bill requires each institution of higher education (institution) to adopt, periodically review, and update a policy on sexual misconduct (policy). The bill establishes minimum requirements for the policies, including reporting options, procedures for investigations and adjudications, and protections for involved persons. Institutions are to promote the policy by posting information on their websites and annually

HOUSE rd Reading Unamended April 18, 2018

HOUSE Amended 2nd Reading April 17, 2018 distributing the policy and information.

Institutions are required to provide training on awareness and prevention of sexual misconduct, the policy, and resources available to discuss such misconduct.

The bill requires institutions to report to the department of higher education (department) on their policies and training, and the department posts information on the reports on its website.

The department is to host biennial summits on sexual misconduct on institution campuses to facilitate communication, share information, and hear from experts. The bill identifies the membership of the planning committee for the summits. The planning committees are to report to specified committees of the general assembly on the summits.

Be it enacted by the General Assembly of the State of Colorado:

2 **SECTION 1.** In Colorado Revised Statutes, **add** 23-5-146 as

3 follows:

1

6

4 23-5-146. Sexual misconduct - policies - confidential resources

5 - training - reports - definitions. (1) AS USED IN THIS SECTION, UNLESS

THE CONTEXT OTHERWISE REQUIRES:

- 7 (a) "Clery Act" means the federal "Jeanne Clery
- 8 DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME
- 9 STATISTICS ACT" OR "CLERY ACT", 20 U.S.C. SEC. 1092(f).
- 10 (b) "COMPLAINANT" MEANS A PERSON WHO IS SUBJECT TO
- 11 ALLEGED SEXUAL MISCONDUCT UNDER AN INSTITUTION'S SEXUAL
- 12 MISCONDUCT POLICY.
- 13 (c) "DEPARTMENT" MEANS THE DEPARTMENT OF HIGHER
- 14 EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 24-1-114.
- 15 (d) "Institution of higher education" or "institution"
- MEANS A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN
- 17 SECTION 23-18-102 (10)(b), OR ANY ACCREDITED CAMPUS OF A STATE
- 18 INSTITUTION OF HIGHER EDUCATION; A PARTICIPATING PRIVATE
- 19 INSTITUTION OF HIGHER EDUCATION, AS DEFINED BY SECTION 23-18-102

-2-

1	(8); A LOCAL DISTRICT COLLEGE, AS DEFINED BY SECTION 23-71-102
2	(1)(a); AND AN AREA TECHNICAL COLLEGE, AS DEFINED BY SECTION
3	23-60-103 (1).
4	(e) "REPORTING PARTY" MEANS AN INDIVIDUAL WHO REPORTS AN
5	ALLEGED INCIDENT OF SEXUAL MISCONDUCT UNDER AN INSTITUTION'S
6	SEXUAL MISCONDUCT POLICY.
7	(f) "RESPONDING PARTY" MEANS AN INDIVIDUAL WHO HAS BEEN
8	ACCUSED OF SEXUAL MISCONDUCT UNDER AN INSTITUTION'S SEXUAL
9	MISCONDUCT POLICY.
10	(g) "TITLE IX" MEANS TITLE IX OF THE FEDERAL EDUCATION
11	AMENDMENTS OF 1972, AS AMENDED, 20 U.S.C. SECS. 1681 TO 1688.
12	(h) "VIOLENCE AGAINST WOMEN ACT" MEANS THE ACT CODIFIED
13	AT 42 U.S.C. SECS. 13701 TO 14040.
14	(2) ON OR BEFORE AUGUST 1, 2019, EACH INSTITUTION OF HIGHER
15	EDUCATION SHALL ADOPT A SEXUAL MISCONDUCT POLICY FOR ENROLLED
16	STUDENTS. THE POLICY MUST BE PERIODICALLY REVIEWED AND UPDATED.
17	(3) AT A MINIMUM, EACH POLICY MUST INCLUDE:
18	(a) DEFINITIONS OF FORMS OF SEXUAL MISCONDUCT CONSISTENT
19	WITH FEDERAL LAW AND POLICY, SUCH AS TITLE IX, THE CLERY ACT, AND
20	THE VIOLENCE AGAINST WOMEN ACT;
21	(b) CONFIDENTIAL AND NONCONFIDENTIAL REPORTING OPTIONS
22	FOR SEXUAL MISCONDUCT;
23	(c) AN EXPLANATION OF THE ROLE OF THE INSTITUTION IN THE
24	RESPONSE TO:
25	(I) A VIOLATION OF THE SEXUAL MISCONDUCT POLICY; OR
26	(II) A REPORT OF AN INCIDENT OF SEXUAL MISCONDUCT;
27	(d) EXCEPT AS PROVIDED IN SUBSECTION (3)(e) OF THIS SECTION,

-3-

1	PROCEDURES FOR INVESTIGATING REPORTS OF SEXUAL MISCONDUCT,
2	WHICH MUST:
3	(I) BE FAIR, IMPARTIAL, AND PROMPT, AND THE INSTITUTION MUST
4	MAKE A GOOD FAITH EFFORT TO COMPLETE AN INVESTIGATION OR
5	ADJUDICATIVE PROCESS, EXCLUDING ANY APPEALS, WITHIN AN AVERAGE
6	OF SIXTY TO NINETY DAYS, WITHOUT JEOPARDIZING THE RIGHTS OF A
7	COMPLAINANT OR RESPONDING PARTY. THE PROCEDURE MAY INCLUDE A
8	PROCESS THAT ALLOWS FOR THE EXTENSION OF THESE TIME FRAMES FOR
9	GOOD CAUSE WITH PRIOR WRITTEN NOTICE OF THE DELAY AND THE
10	REASON FOR THE DELAY TO THE COMPLAINANT AND THE RESPONDING
11	PARTY.
12	(II) <u>Specify either</u> the preponderance of the evidence <u>or</u>
13	<u>CLEAR AND CONVINCING EVIDENCE</u> AS THE EVIDENTIARY STANDARD;
14	(III) OUTLINE THE PROCEDURES TO BE FOLLOWED IN THE
15	INVESTIGATION AND ADJUDICATION PROCESS, WHICH MUST SPECIFY THAT
16	ALL QUESTIONS GO THROUGH THE OFFICIAL INDIVIDUAL OR INDIVIDUALS
17	CONDUCTING OR PARTICIPATING IN THE INVESTIGATION PROCESS;
18	(IV) PROVIDE THE COMPLAINANT AND THE RESPONDING PARTY
19	WITH THE SAME OPPORTUNITIES TO HAVE AN ADVISOR OR OTHER PERSON
20	PRESENT DURING ANY PART OF THE PROCEEDING; EXCEPT THAT THE
21	ADVISOR OR OTHER PERSON IS NOT ALLOWED TO SPEAK ON BEHALF OF THE
22	COMPLAINANT OR RESPONDING PARTY DURING THE COURSE OF THE
23	PROCEEDINGS;
24	(V) PROVIDE REGULAR WRITTEN UPDATES ON THE STATUS OF THE
25	INVESTIGATION OR PROCEEDING TO THE COMPLAINANT AND RESPONDING
26	PARTY THROUGHOUT THE PROCESS UNTIL CONCLUSION; AND
27	(VI) PROVIDE FOR CONCURRENT NOTIFICATION OF THE OUTCOME

-4- 1391

1	OF THE INVESTIGATION OR PROCEEDING TO THE COMPLAINANT AND THE
2	RESPONDING PARTY;
3	(e) If the potential punishment for a violation of the
4	POLICY INCLUDES EXPULSION OR SUSPENSION OF ONE SEMESTER OR
5	LONGER, THAT THE FOLLOWING PROCEDURES APPLY INSTEAD OF
6	SUBSECTIONS (3)(d)(II) TO (3)(d)(IV) OF THIS SECTION:
7	(I) Clear and convincing evidence as the evidentiary
8	STANDARD IF THE FACT FINDING IS PERFORMED BY A SINGLE PERSON OR
9	PREPONDERANCE OF THE EVIDENCE AS THE EVIDENTIARY STANDARD IF
10	THE FACT FINDER IS A PANEL;
11	(II) OUTLINING THE PROCEDURES TO BE FOLLOWED IN THE
12	INVESTIGATION, ADJUDICATORY HEARING, AND APPELLATE PROCESSES
13	<u>INCLUDING:</u>
14	(A) SEPARATING INDIVIDUALS OR PANELS FOR THE INVESTIGATION,
15	ADJUDICATORY HEARING, AND APPELLATE PROCESSES WHO SHALL NOT BE
16	INVESTED IN THE OUTCOME OF A PREVIOUS STAGE OF THE PROCESS;
17	(B) PROVIDING THE COMPLAINANT AND THE RESPONDING PARTY
18	WITH THE SAME OPPORTUNITIES TO HAVE AN ADVISOR OR OTHER PERSON,
19	INCLUDING AN ATTORNEY, PRESENT DURING ANY PART OF THE
20	INVESTIGATION WHO MAY PARTICIPATE AT ALL STAGES OF THE
21	INVESTIGATION, ADJUDICATORY HEARING, AND APPELLATE PROCESSES;
22	<u>AND</u>
23	(C) DURING THE ADJUDICATORY HEARING, THE ISSUANCE OF ANY
24	NECESSARY AND APPROPRIATE PROTECTIVE ORDERS FOR THE BENEFIT OF
25	THE COMPLAINANT OR ANY WITNESS, WHICH MAY INCLUDE, BUT ARE NOT
26	LIMITED TO, PROVISIONS FOR THE QUESTIONING OF THE COMPLAINANT
27	OUTSIDE THE PRESENCE OF THE RESPONDENT; AND

-5- 1391

I	(D) IF AN ADJUDICATORY HEARING PANEL IS USED, THE
2	AVAILABILITY OF A LEGAL ADVISOR WHO IS A LICENSED ATTORNEY TO
3	ADVISE THE PANEL.
4	(f) Prohibitions on:
5	(I) THE CONSIDERATION OF PRIOR SEXUAL CONDUCT, EXCEPT THAT
6	WHICH IS RELEVANT TO A MATERIAL AND SUBSTANTIVE ISSUE IN THE
7	ADJUDICATORY PROCESS AND WHERE THE PROBATIVE VALUE OUTWEIGHS
8	ANY PREJUDICIAL VALUE; AND
9	(II) ANY ACTION THAT WOULD BE RETALIATORY UNDER TITLE IX;
10	(g) PROTECTION FROM DISCIPLINARY ACTION AGAINST A
11	COMPLAINANT, REPORTING PARTY, OR WITNESS FOR HIS OR HER TRUTHFUL
12	PARTICIPATION IN THE REPORT OR INVESTIGATION AND FROM POLICY
13	VIOLATIONS RELATED TO THE INCIDENT, SUCH AS, AT A MINIMUM,
14	PERSONAL CONSUMPTION OF ALCOHOL OR DRUGS; AND
15	(h) THAT ALL PROVISIONS OF THE SEXUAL MISCONDUCT POLICY,
16	INCLUDING ANY APPEAL PROCESS THAT MAY BE PROVIDED, BE APPLIED
17	EQUALLY TO BOTH THE COMPLAINANT AND THE RESPONDING PARTY.
18	(4) (a) EACH INSTITUTION SHALL PROVIDE INFORMATION TO
19	STUDENTS ON HOW TO ACCESS AN INDIVIDUAL OR INDIVIDUALS FOR THE
20	PURPOSE OF PROVIDING SUPPORT REGARDING SEXUAL MISCONDUCT. THE
21	INSTITUTION MAY DESIGNATE FACULTY OR STAFF MEMBERS TO FILL THIS
22	ROLE; EXCEPT THAT THE INSTITUTION'S TITLE IX COORDINATOR SHALL
23	NOT BE SUCH AN INDIVIDUAL. AN INSTITUTION MAY ALSO DESIGNATE AN
24	OUTSIDE ENTITY OR SERVICE TO SERVE THIS PURPOSE. IF AN INSTITUTION
25	USES AN OUTSIDE ENTITY OR SERVICE, IT SHALL MAKE ITS SEXUAL
26	MISCONDUCT POLICY AVAILABLE TO THE ENTITY OR SERVICE. AN
27	INSTITUTION THAT ENROLLS FEWER THAN ONE THOUSAND STUDENTS MAY

-6- 1391

1	PARTNER WITH ANOTHER INSTITUTION IN THE REGION OR WITHIN THE
2	STATE TO PROVIDE SERVICES PURSUANT TO THIS SUBSECTION (4).
3	(b) If an individual described in subsection (4)(a) of this
4	SECTION MEETS THE REQUIREMENTS OF SECTION 13-90-107 (1)(k)(II) OR
5	SECTION 12-43-218, THE INDIVIDUAL HAS THE PROTECTIONS FOR
6	CONFIDENTIALITY OR PRIVILEGES ESTABLISHED PURSUANT TO THOSE
7	SECTIONS.
8	(5) (a) Each institution of higher education shall promote:
9	(I) AWARENESS AND PREVENTION OF SEXUAL MISCONDUCT; AND
10	(II) THE INSTITUTION'S SEXUAL MISCONDUCT POLICY; AND
11	(b) EACH INSTITUTION SHALL PROMOTE THE INFORMATION
12	DESCRIBED IN SUBSECTION (5)(a) OF THIS SECTION BY:
13	(I) PROMINENTLY DISPLAYING ON ITS WEBSITE:
14	(A) THE INSTITUTION'S SEXUAL MISCONDUCT POLICY; AND
15	(B) THE TELEPHONE NUMBER AND WEBSITE FOR AN
16	INSTITUTIONAL, LOCAL, STATE, OR NATIONAL TWENTY-FOUR-HOUR
17	HOTLINE THAT PROVIDES INFORMATION ON SEXUAL MISCONDUCT.
18	(II) ANNUALLY DISTRIBUTING THROUGH ELECTRONIC OR OTHER
19	MEANS OF COMMUNICATION THE INSTITUTION'S SEXUAL MISCONDUCT
20	POLICY.
21	(6) (a) EACH INSTITUTION OF HIGHER EDUCATION SHALL OFFER
22	TRAINING:
23	(I) TO PROMOTE AWARENESS AND PREVENTION OF SEXUAL
24	MISCONDUCT; AND
25	(II) ON THE INSTITUTION'S SEXUAL MISCONDUCT POLICY.
26	(b) THE TRAINING MUST BE OFFERED ANNUALLY TO ALL INCOMING
27	STUDENTS AND NEWLY EMPLOYED FACULTY AND STAFF AND, WHEN

-7- 1391

1	APPLICABLE, TO ALL STUDENTS, FACULTY, AND STAFF IF THE SEXUAL
2	MISCONDUCT POLICY IS SUBSTANTIALLY UPDATED. ANY INDIVIDUAL
3	DESIGNATED AS RESPONSIBLE FOR INVESTIGATING OR ADJUDICATING
4	COMPLAINTS UNDER THE SEXUAL MISCONDUCT POLICY SHALL BE TRAINED
5	ON THE POLICY IN EFFECT AT THE TIME OF THE INVESTIGATION OR
6	ADJUDICATION.
7	(c) The training required by this subsection (6) may
8	INCLUDE BUT IS NOT LIMITED TO:
9	(I) HOW TO PROMOTE AWARENESS AND PREVENTION OF SEXUAL
10	MISCONDUCT;
11	(II) AN EXPLANATION OF THE INSTITUTION'S SEXUAL MISCONDUCT
12	POLICY;
13	(III) AN EXPLANATION OF RELEVANT STATE AND FEDERAL LAWS
14	CONCERNING SEXUAL MISCONDUCT;
15	(IV) AN EXPLANATION OF TYPES OF CONDUCT THAT WOULD
16	CONSTITUTE A VIOLATION OF THE INSTITUTION'S SEXUAL MISCONDUCT
17	POLICY;
18	(V) THE ROLE OF THE INSTITUTION IN ENSURING A
19	COORDINATED RESPONSE TO AN ALLEGATION OF SEXUAL MISCONDUCT;
20	(VI) THE DEFINITION OF "CONSENT" IN THE CONTEXT OF SEXUAL
21	ACTIVITY;
22	(VII) OPTIONS FOR BYSTANDER INTERVENTION;
23	(VIII) OPTIONS FOR INVOLVING LAW ENFORCEMENT IN
24	RESPONDING TO SEXUAL MISCONDUCT;
25	(IX) THE IMPORTANCE OF TREATING AND HOW TO TREAT OTHERS
26	WITH DIGNITY AND RESPECT; AND
27	(X) THE EFFECTS OF TRAUMA ON REPORTING PARTIES OR

-8- 1391

1	COMPLAINANTS WHO HAVE EXPERIENCED SEXUAL MISCONDUCT THAT MAY
2	INCLUDE:
3	(A) Information on working with and interviewing persons
4	WHO HAVE EXPERIENCED SEXUAL MISCONDUCT;
5	(B) WAYS TO COMMUNICATE SENSITIVELY AND COMPASSIONATELY
6	WITH A REPORTING PARTY OR COMPLAINANT; AND
7	(C) Information regarding how sexual misconduct may
8	${\tt IMPACTSTUDENTSWITHDEVELOPMENTALORINTELLECTUALDISABILITIES.}$
9	(7) (a) On or before January 1, 2019, each institution of
10	HIGHER EDUCATION SHALL PROVIDE TO THE DEPARTMENT, TO BE POSTED
11	ON THE DEPARTMENT'S WEBSITE:
12	(I) A COPY OF THE INSTITUTION'S SEXUAL MISCONDUCT POLICY;
13	AND
14	(II) A DESCRIPTION OF THE SEXUAL MISCONDUCT TRAINING
15	PROVIDED BY THE INSTITUTION AS REQUIRED BY SUBSECTION (6) OF THIS
16	SECTION.
17	(b) On or before January 1, 2020, and on or before each
18	JANUARY 1 THEREAFTER, EACH INSTITUTION OF HIGHER EDUCATION SHALL
19	PROVIDE TO THE DEPARTMENT, TO BE POSTED ON THE DEPARTMENT'S
20	WEBSITE:
21	(I) A COPY OF ANY UPDATED INSTITUTIONAL SEXUAL MISCONDUCT
22	POLICY ADOPTED DURING THE PREVIOUS CALENDAR YEAR; AND
23	(II) A DESCRIPTION OF THE SEXUAL MISCONDUCT TRAINING
24	PROVIDED BY THE INSTITUTION AS REQUIRED BY SUBSECTION (6) OF THIS
25	SECTION.
26	(8) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, THE
2.7	DEPARTMENT SHALL HOST BIENNIAL SUMMITS ON SEXUAL MISCONDUCT ON

-9- 1391

1	INSTITUTION CAMPUSES FOR STAKEHOLDERS, ADVOCATES, STUDENTS,
2	FACULTY, AND OTHER INTERESTED PERSONS TO FACILITATE
3	COMMUNICATION, SHARE INFORMATION, AND HEAR FROM EXPERTS, AND
4	OTHER EFFORTS TO PROMOTE AWARENESS AND PREVENTION OF SEXUAL
5	MISCONDUCT ON COLORADO'S INSTITUTION CAMPUSES.
6	(b) PRIOR TO EACH BIENNIAL SUMMIT, THE DEPARTMENT SHALL
7	CONVENE A PLANNING COMMITTEE COMPOSED OF:
8	(I) A REPRESENTATIVE OF A PUBLIC FOUR-YEAR INSTITUTION,
9	APPOINTED BY THE GOVERNING BOARDS OF PUBLIC FOUR-YEAR
10	INSTITUTIONS;
11	(II) A REPRESENTATIVE OF A PUBLIC TWO-YEAR COLLEGE,
12	APPOINTED BY THE GOVERNING BOARDS OF PUBLIC TWO-YEAR COLLEGES;
13	(III) A REPRESENTATIVE OF A PUBLIC RURAL COLLEGE, AS DEFINED
14	BY THE DEPARTMENT, APPOINTED BY THE GOVERNING BOARDS OF PUBLIC
15	RURAL COLLEGES;
16	(IV) A REPRESENTATIVE OF A PUBLIC AREA TECHNICAL COLLEGE,
17	APPOINTED BY THE GOVERNING BOARDS OF PUBLIC AREA TECHNICAL
18	COLLEGES;
19	(V) A REPRESENTATIVE OF A PRIVATE FOUR-YEAR INSTITUTION,
20	APPOINTED BY THE GOVERNING BOARDS OF THE PRIVATE FOUR-YEAR
21	INSTITUTIONS;
22	(VI) Two students, one from a public four-year institution
23	AND ONE FROM A PUBLIC TWO-YEAR COLLEGE, APPOINTED BY A
24	STATEWIDE ORGANIZATION OF PUBLIC STUDENT GOVERNMENTS;
25	(VII) A REPRESENTATIVE OF A CAMPUS-BASED ORGANIZATION
26	THAT REPRESENTS VICTIMS OF SEXUAL MISCONDUCT FROM AN INSTITUTION
27	NOT OTHERWISE REPRESENTED ON THE COMMITTEE, APPOINTED BY THE

-10- 1391

1	EXECUTIVE DIRECTOR OF THE DEPARTMENT,
2	(VIII) A REPRESENTATIVE OF A STATEWIDE COMMUNITY-BASED
3	ADVOCACY ORGANIZATION THAT REPRESENTS VICTIMS OF SEXUAL
4	MISCONDUCT, APPOINTED BY THE EXECUTIVE DIRECTOR OF THE
5	DEPARTMENT; AND
6	(IX) A VICTIM OF SEXUAL MISCONDUCT AT AN INSTITUTION,
7	APPOINTED JOINTLY BY THE REPRESENTATIVES APPOINTED PURSUANT TO
8	SUBSECTIONS (8)(b)(VII) AND (8)(b)(VIII) OF THIS SECTION.
9	(c) THE PLANNING COMMITTEE MAY COLLABORATE WITH OTHER
10	INTERESTED PARTIES, INCLUDING COMMUNITY PARTNERS, TO DEVELOP THE
11	MOST EFFECTIVE EVENT TO FACILITATE THE PURPOSES OF THE SUMMIT AS
12	DESCRIBED IN SUBSECTION (8)(a) OF THIS SECTION.
13	(d) (I) On or before January 15 of the year following the
14	SUMMIT, THE PLANNING COMMITTEE SHALL SUBMIT A REPORT TO THE
15	EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE OF
16	REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, INCLUDING A
17	SUMMARY OF THE EVENTS, ATTENDEES, OUTCOMES, AND
18	RECOMMENDATIONS.
19	(II) NOTWITHSTANDING THE PROVISIONS OF SECTION 24-1-136
20	(11)(a)(I), the requirement for the report in subsection $(8)(d)(I)$ of
21	THIS SECTION CONTINUES INDEFINITELY.
22	SECTION 2. Act subject to petition - effective date. This act
23	takes effect at 12:01 a.m. on the day following the expiration of the
24	ninety-day period after final adjournment of the general assembly (August
25	8, 2018, if adjournment sine die is on May 9, 2018); except that, if a
26	referendum petition is filed pursuant to section 1 (3) of article V of the
27	state constitution against this act or an item, section, or part of this act

-11- 1391

- within such period, then the act, item, section, or part will not take effect
- 2 unless approved by the people at the general election to be held in
- November 2018 and, in such case, will take effect on the date of the
- 4 official declaration of the vote thereon by the governor.

-12-