

**Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**PREAMENDED**

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

LLS NO. 24-0255.02 Conrad Imel x2313

**SENATE BILL 24-162**

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**SENATE SPONSORSHIP**

**Marchman and Winter F.,**

**HOUSE SPONSORSHIP**

**Bacon and Herod,**

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**Senate Committees**

Education  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING BEST PRACTICES FOR RESPONDING TO DISCRIMINATORY**  
102              **CONDUCT IN SCHOOLS, AND, IN CONNECTION THEREWITH,**  
103              **DEVELOPING TRAINING CONSISTENT WITH THE BEST PRACTICES**  
104              **AND MAKING AN APPROPRIATION.**

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**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 the department of education (department) to enter into an agreement with an organization (selected organization) to develop best practices for local education providers, and specifically public

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words or numbers indicate deletions from existing law.

schools, to effectively respond to reports of harassment or discrimination. The selected organization shall submit a report to the department, the office of school safety, and the general assembly's education committees that includes an explanation of the best practices developed by the selected organization.

Current law requires public schools to provide training to all employees about harassment and discrimination, beginning no later than July 1, 2024. The bill repeals that deadline and instead requires harassment and discrimination training beginning with employee training for the 2025-26 school year, with the training beginning no later than December 31, 2025. The bill requires that harassment and discrimination training that occurs after August 1, 2025, be consistent with the best practices developed by the selected organization.

The bill requires the selected organization to develop a harassment or discrimination training program curriculum for use by schools that is consistent with the best practices developed by the selected organization and that complies with the requirements for public schools' harassment and discrimination training. The department shall make the training program curriculum available to public schools at no cost.

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

2           **SECTION 1.** In Colorado Revised Statutes, 22-1-143, **amend** (4)  
3 introductory portion and (4)(a); and **add** (1)(b.5), (1)(e.5), (4.2), and (8)  
4 as follows:

5           **22-1-143. Harassment or discrimination - policy required -**  
6 **training and notification - definitions.** (1) As used in this section,  
7 unless the context otherwise requires:

8           (b.5) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION  
9 CREATED IN SECTION 24-1-115.

10           (e.5) "OFFICE OF SCHOOL SAFETY" MEANS THE OFFICE OF SCHOOL  
11 SAFETY CREATED IN SECTION 24-33.5-2702.

12           (4) **Beginning** WITH THE TRAINING CONDUCTED FOR EMPLOYEES  
13 FOR THE 2025-26 SCHOOL YEAR, BUT BEGINNING no later than ~~July 1, 2024~~  
14 DECEMBER 31, 2025, each public school shall provide training to all

1 employees about harassment and discrimination. Each new employee of  
2 a public school ~~must~~ SHALL complete training upon hiring and at least  
3 every three years thereafter; except that an employee ~~must~~ SHALL  
4 complete training when transferring from a position working with  
5 elementary school-aged students to a position working with secondary  
6 school-aged students, or transferring from a position working with  
7 secondary school-aged students to a position working with elementary  
8 school-aged students. The training must be provided during the  
9 employee's normal working hours. TRAINING PROVIDED ON AND AFTER  
10 AUGUST 1, 2025, MUST BE CONSISTENT WITH THE BEST PRACTICES  
11 DEVELOPED PURSUANT TO SUBSECTION (8) OF THIS SECTION. A PUBLIC  
12 SCHOOL MAY USE THE TRAINING DEVELOPED AND MADE AVAILABLE TO  
13 SCHOOLS PURSUANT TO SUBSECTION (8)(h) OF THIS SECTION. The training  
14 must include, at a minimum, instruction on the following:

15 (a) Recognizing harassment or discrimination, including  
16 indicators of grooming and child sexual abuse, AND DISTINGUISHING  
17 HARASSMENT AND DISCRIMINATION FROM BULLYING;

18 (4.2) THE TRAINING FOR EMPLOYEES WHO HAVE DIRECT  
19 SUPERVISION OF STUDENTS DESCRIBED IN SUBSECTION (4)(d) OF THIS  
20 SECTION MUST INCLUDE INSTRUCTION THAT IS SPECIFIC BASED ON  
21 WHETHER THE EMPLOYEE IS SUPERVISING ELEMENTARY SCHOOL-AGED  
22 STUDENTS OR SECONDARY SCHOOL-AGED STUDENTS.

23 (8)(a) THE DEPARTMENT SHALL ENTER INTO AN AGREEMENT WITH  
24 AN ORGANIZATION TO DEVELOP BEST PRACTICES FOR LOCAL EDUCATION  
25 PROVIDERS, INCLUDING PUBLIC SCHOOLS, TO EFFECTIVELY RESPOND TO  
26 REPORTS OF HARASSMENT OR DISCRIMINATION.

27 (b) THE DEPARTMENT SHALL CONVENE AN EVALUATION

1 COMMITTEE TO SELECT THE ORGANIZATION. THE COMMISSIONER OF  
2 EDUCATION SHALL DETERMINE THE COMPOSITION OF THE COMMITTEE;  
3 EXCEPT THAT THE EVALUATION COMMITTEE MUST INCLUDE:

4 (I) TWO REPRESENTATIVES WHO EACH REPRESENT A SCHOOL  
5 DISTRICT, ONE OF WHOM REPRESENTS A RURAL SCHOOL DISTRICT,  
6 APPOINTED BY THE COMMISSIONER OF EDUCATION;

7 (II) TWO REPRESENTATIVES FROM THE COLORADO CIVIL RIGHTS  
8 DIVISION IN THE DEPARTMENT OF REGULATORY AGENCIES, APPOINTED BY  
9 THE DIRECTOR OF THE COLORADO CIVIL RIGHTS DIVISION; AND

10 (III) TWO REPRESENTATIVES FROM THE OFFICE OF SCHOOL SAFETY,  
11 APPOINTED BY THE DIRECTOR OF THE OFFICE OF SCHOOL SAFETY.

12 (c) THE ORGANIZATION SELECTED PURSUANT TO THIS SUBSECTION  
13 (8) MUST HAVE EXPERIENCE IN K-12 EDUCATION, HAVE EXPERTISE IN  
14 TRAUMA-INFORMED RESPONSES TO HARASSMENT OR DISCRIMINATION FOR  
15 K-12-AGED STUDENTS, AND HAVE EXPERTISE IN THE MINIMUM TRAINING  
16 TOPICS SET FORTH IN SUBSECTION (4) OF THIS SECTION.

17 (d) THE SELECTED ORGANIZATION SHALL DEVELOP BEST  
18 PRACTICES FOR THE FOLLOWING:

19 (I) NOTIFICATIONS BY SCHOOLS AND LOCAL EDUCATION  
20 PROVIDERS TO STUDENTS AND PARENTS OF HARASSMENT OR  
21 DISCRIMINATION POLICIES AND PROCEDURES;

22 (II) HOW EMPLOYEES ACCEPT AND RESPOND TO REPORTS OF  
23 HARASSMENT OR DISCRIMINATION;

24 (III) IMPLEMENTING TRAUMA-INFORMED RESPONSES TO STUDENTS;  
25 AND

26 (IV) TRAINING FOR EMPLOYEES ABOUT THEIR RESPONSIBILITIES  
27 WHEN RESPONDING TO HARASSMENT OR DISCRIMINATION, INCLUDING

1 DISTINGUISHING BETWEEN BULLYING AND HARASSMENT OR  
2 DISCRIMINATION, WHEN POSSIBLE.

3 (e) THE BEST PRACTICES DEVELOPED PURSUANT TO THIS  
4 SUBSECTION (8) MUST BE ALIGNED WITH THE GOAL OF A LOCAL EDUCATION  
5 PROVIDER OR SCHOOL CONDUCTING EFFECTIVE AND IMPARTIAL  
6 INVESTIGATIONS OF REPORTS OF HARASSMENT OR DISCRIMINATION AND  
7 COMPLY WITH THE REQUIREMENTS FOR THE TRAINING DESCRIBED IN  
8 SUBSECTION (4) OF THIS SECTION.

9 (f) WHEN DEVELOPING THE BEST PRACTICES DESCRIBED IN  
10 SUBSECTION (8)(d) OF THIS SECTION, THE SELECTED ORGANIZATION SHALL  
11 EVALUATE A SAMPLE OF SCHOOL HARASSMENT OR DISCRIMINATION  
12 POLICIES ADOPTED BY VARIOUS SCHOOLS NATIONWIDE AND SOLICIT AND  
13 CONSIDER INPUT FROM SCHOOLS AND LOCAL EDUCATION PROVIDERS  
14 STATEWIDE; THE DEPARTMENT; AND THE OFFICE OF SCHOOL SAFETY. THE  
15 SELECTED ORGANIZATION SHALL ALSO CONSIDER THE RESOURCES OF  
16 RURAL SCHOOLS AND LOCAL EDUCATION PROVIDERS. UPON REQUEST OF  
17 THE ORGANIZATION, THE DEPARTMENT SHALL ASSIST THE ORGANIZATION  
18 IN SOLICITING FEEDBACK FROM SCHOOLS AND LOCAL EDUCATION  
19 PROVIDERS.

20 (g) (I) ON OR BEFORE DECEMBER 31, 2024, THE ORGANIZATION  
21 SHALL SUBMIT A REPORT TO THE DEPARTMENT, THE OFFICE OF SCHOOL  
22 SAFETY, AND THE HOUSE OF REPRESENTATIVES EDUCATION COMMITTEE  
23 AND THE SENATE EDUCATION COMMITTEE, OR THEIR SUCCESSOR  
24 COMMITTEES. THE REPORT MUST INCLUDE AN EXPLANATION OF THE BEST  
25 PRACTICES DEVELOPED PURSUANT TO SUBSECTION (8)(d) OF THIS SECTION  
26 AND ANY OTHER RELEVANT RECOMMENDATIONS OF THE ORGANIZATION.  
27 THE DEPARTMENT SHALL POST THE REPORT ON ITS WEBSITE AND PROVIDE

1 THE REPORT TO EACH LOCAL EDUCATION PROVIDER.

2 (II) THE DEPARTMENT SHALL INCLUDE, AS PART OF ITS  
3 PRESENTATION DURING ITS "SMART ACT" HEARING REQUIRED BY  
4 SECTION 2-7-203 THAT OCCURS DURING THE 2025 REGULAR LEGISLATIVE  
5 SESSION, INFORMATION CONCERNING THE ORGANIZATION'S REPORT.

6 (h) THE ORGANIZATION SHALL DEVELOP A HARASSMENT OR  
7 DISCRIMINATION TRAINING PROGRAM \_\_\_\_\_ FOR USE BY SCHOOLS. THE  
8 TRAINING PROGRAM \_\_\_\_\_ MUST BE CONSISTENT WITH THE BEST PRACTICES  
9 DEVELOPED BY THE ORGANIZATION PURSUANT TO THIS SUBSECTION (8)  
10 AND COMPLY WITH THE REQUIREMENTS FOR THE TRAINING DESCRIBED IN  
11 SUBSECTION (4) OF THIS SECTION. ON OR BEFORE APRIL 1, 2025, THE  
12 ORGANIZATION SHALL PROVIDE THE TRAINING PROGRAM MATERIALS TO  
13 THE DEPARTMENT. THE DEPARTMENT SHALL MAKE THE TRAINING  
14 PROGRAM MATERIALS AVAILABLE TO PUBLIC SCHOOLS AT NO COST TO THE  
15 SCHOOL.

16 (i) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT FOR THE  
17 PURPOSES OF SECTION 17 OF ARTICLE IX OF THE STATE CONSTITUTION,  
18 DEVELOPING BEST PRACTICES TO EFFECTIVELY RESPOND TO REPORTS OF  
19 HARASSMENT OR DISCRIMINATION, AS DESCRIBED IN THIS SUBSECTION (8),  
20 IMPROVES STUDENT SAFETY AND MAY THEREFORE RECEIVE FUNDING FROM  
21 THE STATE EDUCATION FUND CREATED IN SECTION 17 (4) OF ARTICLE IX  
22 OF THE STATE CONSTITUTION.

23 (j) THE DEPARTMENT SHALL NOT USE MORE THAN TEN PERCENT OF  
24 THE MONEY APPROPRIATED TO DEVELOP BEST PRACTICES TO EFFECTIVELY  
25 RESPOND TO REPORTS OF HARASSMENT OR DISCRIMINATION, AS DESCRIBED  
26 IN THIS SUBSECTION (8), FOR THE ADMINISTRATIVE COSTS INCURRED  
27 RELATED TO DEVELOPING THE BEST PRACTICES.

1           **SECTION 2.** In Colorado Revised Statutes, 24-34-302, **add** (3)  
2 as follows:

3           **24-34-302. Civil rights division - director - powers and duties**  
4 **- repeal.** (3) (a) THE DIRECTOR SHALL APPOINT REPRESENTATIVES OF THE  
5 DIVISION TO SERVE ON THE EVALUATION COMMITTEE TO SELECT AN  
6 ORGANIZATION TO DEVELOP BEST PRACTICES RELATED TO HARASSMENT  
7 OR DISCRIMINATION PURSUANT TO SECTION 22-1-143 (8).

8           (b) THIS SUBSECTION (3) IS REPEALED, EFFECTIVE JUNE 30, 2026.

9           **SECTION 3. Appropriation.** For the 2024-25 state fiscal year,  
10 \$111,111 is appropriated to the department of education for use by  
11 management and administration. This appropriation is from the state  
12 education fund created in section 17 (4) of article IX of the state  
13 constitution. To implement this act, the department may use this  
14 appropriation for training for local education providers on responding to  
15 harassment and discrimination reports.

16           **SECTION 4. Safety clause.** The general assembly finds,  
17 determines, and declares that this act is necessary for the immediate  
18 preservation of the public peace, health, or safety or for appropriations for  
19 the support and maintenance of the departments of the state and state  
20 institutions.