



S.B. 23-296

Prevent Harassment and Discrimination in Schools

Submitted to:

Sexual Misconduct Advisory Committee

By:

The Colorado Department of Education

September 2025

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Executive Summary

In response to growing concerns about harassment and discrimination in schools, the Colorado General Assembly enacted SB23-296 and HB24-162, now codified as C.R.S. 22-1-143. This statute affirms the right of every Colorado student to an educational environment free from discrimination and harassment, while strengthening legal protections and mandating proactive measures by school districts and Local Education Providers (LEPs).

C.R.S. 22-1-143 builds upon federal Title IX requirements by extending protections to students based on disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, religion, age, national origin, and ancestry. The law ensures that students who experience discrimination or harassment receive a prompt, equitable investigative process, clear communication regarding their rights and complaint status, and access to supportive measures or accommodations.

Under the statute, LEPs are required to:

- Adopt written policies prohibiting harassment and discrimination.
- Establish procedures for reporting and investigating complaints.
- Provide appropriate supports and accommodations to affected students.
- Train all staff on identifying, reporting, and responding to incidents.
- Submit annual aggregate data to the Colorado Department of Education (CDE).

During the 2024–2025 school year, LEPs participated in the inaugural Prevent Harassment and Discrimination data collection via The Colorado Department of Education’s (CDE’s) Data Pipeline. A total of 184 LEPs submitted data: 96 reported at least one incident, while 88 reported none. In total, 5,886 reports of discrimination and/or harassment were submitted. Of these, 2,455 reports were confirmed with no discrimination or harassment, and 3,431 reports were confirmed as discrimination and/or harassment following investigation. The most frequently reported discrimination and/or harassment categories were sex, race, and disability.

This report, submitted to the Sexual Misconduct Advisory Committee, provides a comprehensive summary of the first annual Prevent Harassment and Discrimination data collection, including statewide, district-level, and Charter School Institute (CSI) data, as well as breakdowns by discrimination and harassment type.



Introduction and Background

C.R.S. 22-1-143 establishes important obligations for Local Education Providers (LEPs) to prevent and respond to harassment and discrimination, including adopting policies, providing supportive measures, training employees, and conducting investigations. In addition to these responsibilities, the statute requires schools and charter schools to collect and report data on harassment and discrimination incidents.

Specifically, each school and charter school must report to its district or, for charter schools, to the Charter School Institute (CSI):

- The number of formal harassment or discrimination reports received, including the category type identified when harassment or discrimination is substantiated; and
- The time taken to complete each investigation and issue findings for each report.

Each district and CSI then aggregates the school-level data and submits it to the Colorado Department of Education (CDE) annually through the Prevent Discrimination and Harassment (PHD) data collection. The PHD data collection provides a statewide overview of harassment and discrimination trends and ensures a consistent, statewide system for tracking harassment and discrimination incidents.

Key dates for annual reporting include:

- August 1: Districts and CSI submit aggregated data to CDE.
- October 1: CDE reports aggregated findings to the Sexual Misconduct Advisory Committee.

Limitations of the data:

- The data does not include bullying incidents unless they meet the statutory definition of harassment or discrimination.
- CDE data suppression rules have been applied ($n < 16$).
- The reporting focuses on formal complaints and investigation outcomes, not informal reports or unsubstantiated incidents.

State Aggregate Data

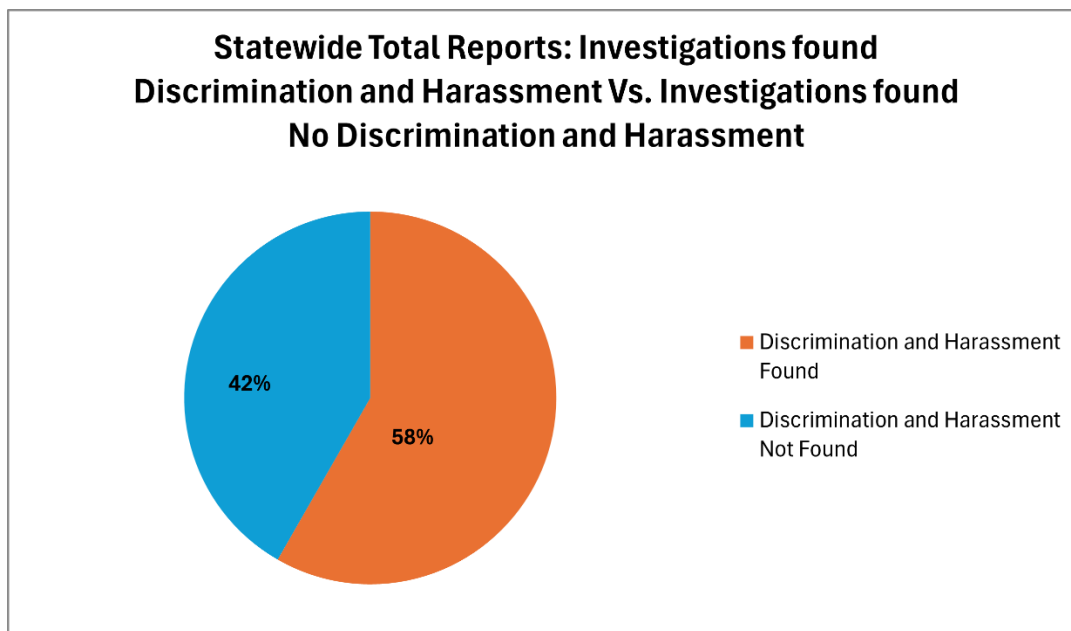
A total of 184 Local Education Providers (LEPs) participated and provided data through the Prevent Discrimination and Harassment (PHD) data collection, comprising all 179 school districts - including the Charter School Institute - four BOCES (Centennial, San Juan, Expeditionary, and Colorado River), and the Colorado School for the Deaf and Blind represented in Table 1. Of these, 96 LEPs reported at least one incident of discrimination or harassment, while 88 reported zero incidents.

Table 1: Description of Local Education Provider (LEP) Reporting

LEP Descriptor	Number
School Districts	178
BOCES	4
Charter School Institute	1
Colorado School for the Deaf and Blind	1
Total Number of LEPs Reporting	184

LEPs disclosed 5,886 reports of discrimination and/or harassment. Of these, 42% (2,455) were determined to involve no confirmation of discrimination and/or harassment, while 58% (3,431) involved confirmed discrimination and/or harassment following the LEPs' investigations represented in Figure 1.

Figure 1: Statewide Total Reports



Colorado LEPs investigated 6,256 incidents of discrimination and harassment in 5,886 reports submitted to CDE. There were 3,801 incidents of discrimination or harassment confirmed in 3,431 reports. Of those, 3,137 reports submitted to CDE confirmed one category of discrimination and harassment. Incidents of discrimination and harassment can span multiple protected categories, including disability, race, creed, color, sex, sexual

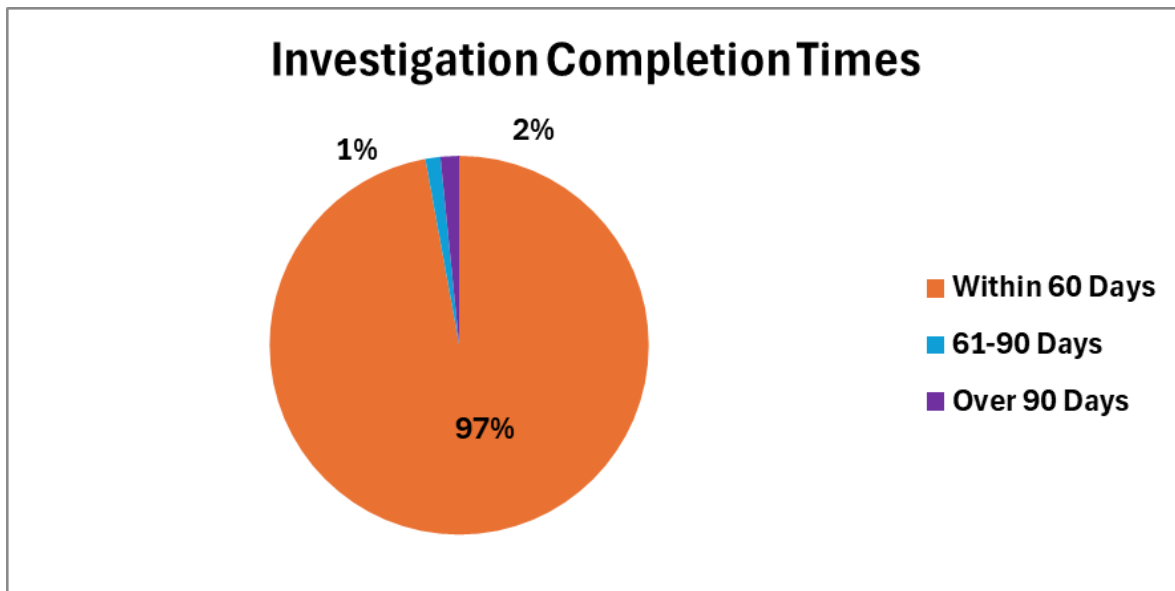
orientation, gender identity, gender expression, family composition, religion, age, national origin, and ancestry. In addition, 294 reports confirmed instances including multiple protected categories. Overall, sex was the most frequently reported category, accounting for 1,536 confirmed incidents of discrimination and harassment, followed by race with 988 confirmed incidents. Age had the fewest, with 12 confirmed incidents. Table 2 shows the breakdown of categories reported.

Table 2: Categories When Discrimination and Harassment was Confirmed

Discrimination/Harassment Type	Total # of Incidents
Disability	195
Race	988
Creed	19
Color	171
Sex	1,536
Sexual Orientation	259
Gender Identity	76
Gender Expression	145
Family	40
Religion	78
Age	12
National Origin	241
Ancestry	41
Total Number of Incidents when Discrimination/Harassment Confirmed	3,801

Colorado LEP also reported the duration required to complete investigations into alleged discrimination and/or harassment. Of the 5,886 reports submitted by LEPs - some involving multiple discrimination categories - LEPs investigated a total of 6,256 incidents of reported discrimination and harassment. Of these, 97% (6,077) were resolved within 60 days, 1% (80) within 61-90 days, and 2% (99) took more than 90 days. Figure 2 summarizes investigation timelines across all participating LEPs.

Figure 2: Investigation Times for all Reported Cases, Non-suppressed Data



Colorado LEPs were also required to submit data for investigation times by discrimination/harassment category for each report submitted. LEPs investigated a total of 6,256 incidents of alleged discrimination and harassment represented in 5,886 reports submitted to CDE. Table 3 presents the investigation completion timelines for the 5,886 reports submitted by LEPs - some involving multiple discrimination categories.

Table 3: 2024-2025 Discrimination and Harassment
Category Type and Investigation Completion

Discrimination and Harassment Category	Total	Investigation Completion Within 60 School Days	Investigation Completion Within 61 and 90 School Days	Investigation Completion Exceeded 90 School Days
Disability	195	190	2	3
Race	988	974	9	5
Creed	19	19	0	0
Color	171	165	3	3
Sex	1,536	1,474	27	35
Sexual Orientation	259	250	3	6
Gender Identity	76	72	2	2
Gender Expression	145	110	7	28
Family	40	39	1	0
Religion	78	77	0	1
Age	12	12	0	0
National Origin	241	238	1	2
Ancestry	41	41	0	0
No D/H found	2,455	2,416	25	14
Total	6,256	6,077	80	99

Local Education Provider (LEP) Data

To protect student privacy and maintain data integrity, LEP level results are suppressed when incident report counts are too small to report publicly, per CDE's. CDE applied the data suppression rule of less than 16 when preparing this report. Table 4 provides a summary of reported incidents by LEP (District, CSI, BOCES, and Colorado School for the Deaf and Blind) where discrimination and/or harassment was confirmed or not found. While 88 LEPs in Table 4 reported zero incidents, it is important to note that suppressed data does not



necessarily indicate the absence of incidents. Instead, suppression ensures confidentiality where reporting fewer than a minimum number of cases could risk the identification of individual students.

Table 4: 2024-2025 Report Totals with LEP Enrollment Counts

Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Academy 20	90	40	50	26,569
Adams 12 Five Star Schools	71	45	26	34,466
Adams County 14	30	20	*	5,221
Adams-Arapahoe 28J	*	*	*	39,813
Agate 300	*	*	*	85
Aguilar Reorganized 6	*	*	*	127
Akron R-1	*	*	*	411
Alamosa RE-11J	16	*	*	2,038
Archuleta County 50 Jt	*	*	*	1,588
Arickaree R-2	*	*	*	82
Arriba-Flagler C-20	*	*	*	188
Aspen 1	*	*	*	1,584
Ault-Highland RE-9	*	*	*	976
Bayfield 10 Jt-R	*	*	*	1,183
Bennett 29J	*	*	*	1,793
Bethune R-5	*	*	*	99
Big Sandy 100J	*	*	*	329
Boulder Valley Re 2	163	151	*	27,991
Branson Reorganized 82	*	*	*	465
Briggsdale RE-10	*	*	*	172



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Brighton School District 27J	71	40	31	24,046
Brush RE-2(J)	*	*	*	1,429
Buena Vista R-31	*	*	*	925
Buffalo RE-4J	*	*	*	314
Burlington RE-6J	166	18	148	742
Byers 32J	*	*	*	6,853
Calhan RJ-1	*	*	*	414
Campo RE-6	*	*	*	47
Canon City RE-1	22	20	*	3,195
Centennial BOCES	*	*	*	122
Centennial R-1	*	*	*	186
Center 26 JT	*	*	*	628
Charter School Institute	111	68	43	21,122
Cheraw 31	*	*	*	210
Cherry Creek 5	68	68	*	52,708
Cheyenne County Re-5	*	*	*	175
Cheyenne Mountain 12	17	*	*	3,749
Clear Creek RE-1	*	*	*	634
Colorado River BOCES	*	*	*	181
Colorado School for the Deaf and Blind	*	*	*	167
Colorado Springs 11	278	78	200	22,265
Cotopaxi RE-3	*	*	*	155
Creede School District	25	*	23	92



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Cripple Creek-Victor RE-1	*	*	*	298
Crowley County RE-1-J	*	*	*	332
Custer County School District C-1	*	*	*	322
De Beque 49JT	*	*	*	181
Deer Trail 26J	*	*	*	327
Delta County 50(J)	56	19	37	4524
Denver County 1	70	36	34	90,471
District 49	69	61	*	26,649
Dolores County RE No.2	*	*	*	262
Dolores RE-4A	*	*	*	668
Douglas County Re 1	944	936	*	61,851
Durango 9-R	57	29	28	4,492
Eads RE-1	*	*	*	211
Eagle County RE 50	28	*	*	6,312
East Grand 2	119	*	106	1,301
East Otero R-1	*	*	*	1,284
Eaton RE-2	25	*	18	2,000
Edison 54 JT	*	*	*	88
Elbert 200	*	*	*	277
Elizabeth School District	89	29	60	2,667
Ellicott 22	*	*	*	1,009
Englewood 1	*	*	*	2,406
Estes Park R-3	*	*	*	956



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Expeditionary BOCES	*	*	*	382
Fort Morgan Re-3	*	*	*	3,451
Fountain 8	*	*	*	7,955
Fowler R-4J	*	*	*	342
Fremont RE-2	*	*	*	1,294
Frenchman RE-3	*	*	*	222
Garfield 16	*	*	*	1,212
Garfield Re-2	*	*	*	4,695
Genoa-Hugo C113	*	*	*	220
Gilpin County RE-1	*	*	*	392
Granada RE-1	*	*	*	210
Greeley 6	1,151	392	759	23,138
Gunnison Watershed RE1J	*	*	*	2,096
Hanover 28	17	*	*	264
Harrison 2	260	256	*	12,301
Haxtun RE-2J	*	*	*	298
Hayden RE-1	*	*	*	444
Hinsdale County RE 1	*	*	*	75
Hi-Plains R-23	*	*	*	96
Hoehne Reorganized 3	*	*	*	271
Holly RE-3	*	*	*	276
Holyoke Re-1J	*	*	*	514
Huerfano Re-1	*	*	*	443



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Idalia RJ-3	*	*	*	150
Ignacio 11 JT	*	*	*	633
Jefferson County R-1	37	*	26	75,508
Johnstown-Milliken RE-5J	25	25	*	4,055
Julesburg Re-1	*	*	*	668
Karval RE-23	*	*	*	30
Kim Reorganized 88	*	*	*	25
Kiowa C-2	*	*	*	292
Kit Carson R-1	*	*	*	109
La Veta Re-2	*	*	*	238
Lake County R-1	*	*	*	949
Lamar Re-2	*	*	*	1,397
Las Animas RE-1	*	*	*	906
Lewis-Palmer 38	24	*	*	6,534
Liberty J-4	*	*	*	76
Limon RE-4J	*	*	*	451
Littleton 6	129	109	20	13,110
Lone Star 101	*	*	*	119
Mancos Re-6	*	*	*	511
Manitou Springs 14	*	*	*	1147
Manzanola 3J	*	*	*	175
Mapleton 1	*	*	*	7,095
McClave Re-2	*	*	*	231



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Meeker RE-1	*	*	*	677
Mesa County Valley 51	175	91	84	19,918
Miami/Yoder 60 JT	*	*	*	398
Moffat 2	*	*	*	204
Moffat County RE: No 1	25	25	*	1,821
Monte Vista C-8	*	*	*	975
Montezuma-Cortez RE-1	*	*	*	2,386
Montrose County RE-1J	*	*	*	5,991
Mountain Valley RE 1	*	*	*	207
North Conejos RE-1J	*	*	*	927
North Park R-1	*	*	*	144
Norwood R-2J	*	*	*	191
Otis R-3	*	*	*	192
Ouray R-1	21	*	21	180
Park County RE-2	*	*	*	576
Pawnee RE-12	*	*	*	61
Peyton 23 Jt	*	*	*	599
Plainview RE-2	*	*	*	32
Plateau RE-5	*	*	*	205
Plateau Valley 50	*	*	*	303
Platte Canyon 1	*	*	*	688
Platte Valley RE-7	171	*	158	1,195
Poudre R-1	347	347	*	29,544



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Prairie RE-11	*	*	*	163
Primero Reorganized 2	*	*	*	214
Pritchett RE-3	*	*	*	64
Pueblo City 60	*	*	*	14,104
Pueblo County 70	35	*	24	10,392
Rangely RE-4	*	*	*	485
Revere School District	*	*	*	144
Ridgway R-2	*	*	*	321
Roaring Fork RE-1	*	*	*	5,842
Rocky Ford R-2	155	*	150	576
Salida R-32	*	*	*	1,355
San Juan BOCES	*	*	*	54
Sanford 6J	*	*	*	384
Sangre De Cristo Re-22J	*	*	*	256
Sargent RE-33J	*	*	*	293
Sheridan 2	*	*	*	1,018
Sierra Grande R-30	*	*	*	307
Silverton 1	*	*	*	72
South Conejos RE-10	*	*	*	196
South Routt RE 3	*	*	*	327
Springfield RE-4	*	*	*	284
St Vrain Valley RE1J	118	*	118	32,414
Steamboat Springs RE-2	*	*	*	2,517



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Strasburg 31J	16	*	*	1,180
Stratton R-4	*	*	*	220
Summit RE-1	74	51	23	3,475
Swink 33	*	*	*	290
Telluride R-1	*	*	*	802
Thompson R2-J	67	67	*	14,751
Trinidad 1	*	*	*	769
Upper Rio Grande School District C-7	*	*	*	360
Valley RE-1	*	*	*	1,910
Vilas RE-5	*	*	*	54
Walsh RE-1	*	*	*	177
Weld County RE-1	27	18	*	1,727
Weld County School District RE-3J	*	*	*	2,666
Weld RE-4	26	26	*	8,733
Weld Re-8 Schools	*	*	*	2,503
Weldon Valley RE-20(J)	*	*	*	215
West End RE-2	*	*	*	260
West Grand 1-JT	*	*	*	389
Westminster Public Schools	40	25	*	7,724
Widefield 3	133	99	34	9,292
Wiggins RE-50(J)	*	*	*	913
Wiley RE-13 Jt	*	*	*	270
Woodland Park Re-2	*	*	*	1,844



Local Education Provider	Total Reports	Reports with Confirmed D/H	Reports with No D/H Found	District Enrollment
Woodlin R-104	*	*	*	74
Wray RD-2	*	*	*	738
Yuma 1	*	*	*	802

*Local Education Providers reported less than 16.

The Appendix presents supplemental data from the 2024–2025 Prevent Discrimination and Harassment (PDH) data collection, including Local Education Provider (LEP)-level breakdowns by type of discrimination and harassment. To safeguard student privacy and uphold data integrity, LEP-level results are suppressed when incident counts fall below the public reporting threshold. In preparing this report, the Colorado Department of Education (CDE) applied a suppression rule for counts fewer than 16.

Conclusion

The 2024–2025 Prevent Harassment and Discrimination (PHD) data collection establishes a critical baseline and represents the first comprehensive effort of its kind, offering valuable insights into harassment and discrimination across Colorado’s Local Education Providers (LEPs). While the initial data reveals notable variability in reporting and investigation practices, the data also underscores opportunities to strengthen consistency and data accuracy for future collections. For example, 88 LEPs, spanning all regions of Colorado representing a range of enrollment sizes, and collectively representing 11.8% of Colorado’s student enrollment, reported zero incidents and zero investigations. This trend points to an opportunity for CDE to improve upon guidance and refine data element definitions, as well as to enhance existing professional learning and develop additional training supports for LEPs related to the reporting requirements set forth by SB 23-296.

As the Colorado Department of Education (CDE) enters the second year of data collection, it anticipates enhanced data quality and greater capacity to identify LEPs in need of targeted support to meet the reporting requirements set forth by SB 23-296. Furthermore, CDE expects, with the increase in LEPs reporting accurate data, emerging trends will provide a more accurate understanding of the effectiveness and impact of LEP obligations under C.R.S. 22-2-143.

Appendix: 2024-2025 LEP Level Discrimination/Harassment Type - Suppressed

*indicates <16 reported; No data reported for: age, ancestry, or gender identity bias.

Appendix: Reports Per Local Education Provider (LEP), Suppressed Data

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Local Education Provider (LEP)	Color	Creed	Disability	Family	Gender Expression	National Origin	No D/Hs Found	Race	Religion	Sex	Sexual Orientation
De Beque 49JT	*	*	*	*	*	*	*	*	*	*	*
Deer Trail 26J	*	*	*	*	*	*	*	*	*	*	*
Delta County 50(J)	*	*	*	*	*	*	37	*	*	*	*
Denver County 1	*	*	*	*	*	*	34	*	*	16	*
District 49	*	*	*	*	*	*	*	22	*	31	*
Dolores County RE No.2	*	*	*	*	*	*	*	*	*	*	*
Dolores RE-4A	*	*	*	*	*	*	*	*	*	*	*
Douglas County Re 1	*	*	18	*	*	47	*	240	18	628	26
Durango 9-R	*	*	*	*	*	*	28	*	*	*	*
Eads RE-1	*	*	*	*	*	*	*	*	*	*	*
Eagle County RE 50	*	*	*	*	*	*	*	*	*	*	*
East Grand 2	*	*	*	*	*	*	106	*	*	*	*
East Otero R-1	*	*	*	*	*	*	*	*	*	*	*
Eaton RE-2	*	*	*	*	*	*	18	*	*	*	*
Edison 54 JT	*	*	*	*	*	*	*	*	*	*	*
Elbert 200	*	*	*	*	*	*	*	*	*	*	*
Elizabeth School District	*	*	*	*	*	*	60	26	*	*	*

[illegible]



Local Education Provider (LEP)	Color	Creed	Disability	Family	Gender Expression	National Origin	No D/Hs Found	Race	Religion	Sex	Sexual Orientation
Kit Carson R-1	*	*	*	*	*	*	*	*	*	*	*
La Veta Re-2	*	*	*	*	*	*	*	*	*	*	*
Lake County R-1	*	*	*	*	*	*	*	*	*	*	*
Lamar Re-2	*	*	*	*	*	*	*	*	*	*	*
Las Animas RE-1	*	*	*	*	*	*	*	*	*	*	*
Lewis-Palmer 38	*	*	*	*	*	*	*	*	*	*	*
Liberty J-4	*	*	*	*	*	*	*	*	*	*	*
Limon RE-4J	*	*	*	*	*	*	*	*	*	*	*
Littleton 6	*	*	*	*	*	*	20	39	*	33	*
Lone Star 101	*	*	*	*	*	*	*	*	*	*	*
Mancos Re-6	*	*	*	*	*	*	*	*	*	*	*
Manitou Springs 14	*	*	*	*	*	*	*	*	*	*	*
Manzanola 3J	*	*	*	*	*	*	*	*	*	*	*
Mapleton 1	*	*	*	*	*	*	*	*	*	*	*
McClave Re-2	*	*	*	*	*	*	*	*	*	*	*
Meeker RE-1	*	*	*	*	*	*	*	*	*	*	*
Mesa County Valley 51	*	*	*	*	*	*	84	30	*	37	*



Local Education Provider (LEP)	Color	Creed	Disability	Family	Gender Expression	National Origin	No D/Hs Found	Race	Religion	Sex	Sexual Orientation
Sangre De Cristo Re-22J	*	*	*	*	*	*	*	*	*	*	*
Sargent RE-33J	*	*	*	*	*	*	*	*	*	*	*
School District 27J	*	*	*	*	*	*	31	26	*	*	*
Sheridan 2	*	*	*	*	*	*	*	*	*	*	*
Sierra Grande R-30	*	*	*	*	*	*	*	*	*	*	*
Silverton 1	*	*	*	*	*	*	*	*	*	*	*
South Conejos RE-10	*	*	*	*	*	*	*	*	*	*	*
South Routt RE 3	*	*	*	*	*	*	*	*	*	*	*
Springfield RE-4	*	*	*	*	*	*	*	*	*	*	*
St Vrain Valley RE1J	*	*	*	*	*	*	118	*	*	*	*
Steamboat Springs RE-2	*	*	*	*	*	*	*	*	*	*	*
Strasburg 31J	*	*	*	*	*	*	*	*	*	*	*
Stratton R-4	*	*	*	*	*	*	*	*	*	*	*
Summit RE-1	*	*	*	*	*	*	23	*	*	*	*
Swink 33	*	*	*	*	*	*	*	*	*	*	*
Telluride R-1	*	*	*	*	*	*	*	*	*	*	*
Thompson R2-J	28	*	*	*	*	25	*	27	*	*	*

[illegible]



Local Education Provider (LEP)	Color	Creed	Disability	Family	Gender Expression	National Origin	No D/Hs Found	Race	Religion	Sex	Sexual Orientation
Wiley RE-13 Jt	*	*	*	*	*	*	*	*	*	*	*
Woodland Park Re-2	*	*	*	*	*	*	*	*	*	*	*
Woodlin R-104	*	*	*	*	*	*	*	*	*	*	*
Wray RD-2	*	*	*	*	*	*	*	*	*	*	*
Yuma 1	*	*	*	*	*	*	*	*	*	*	*

*indicates <16 reported; No data reported for: age, ancestry, or gender identity bias.