



# S.B. 23-296

## Prevent Harassment and Discrimination in Schools

Submitted to:

**Sexual Misconduct Advisory Committee**

By:

**The Colorado Department of Education**

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## Table of Contents

|                                                                 |    |
|-----------------------------------------------------------------|----|
| Executive Summary                                               | 3  |
| Introduction and Background                                     | 4  |
| State Aggregate Data                                            | 4  |
| Local Education Provider (LEP) Data                             | 8  |
| Conclusion                                                      | 17 |
| <hr/>                                                           |    |
| Appendix                                                        |    |
| 2024-2025 LEP Level Discrimination/Harassment Type - Suppressed | 18 |

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## Executive Summary

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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

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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

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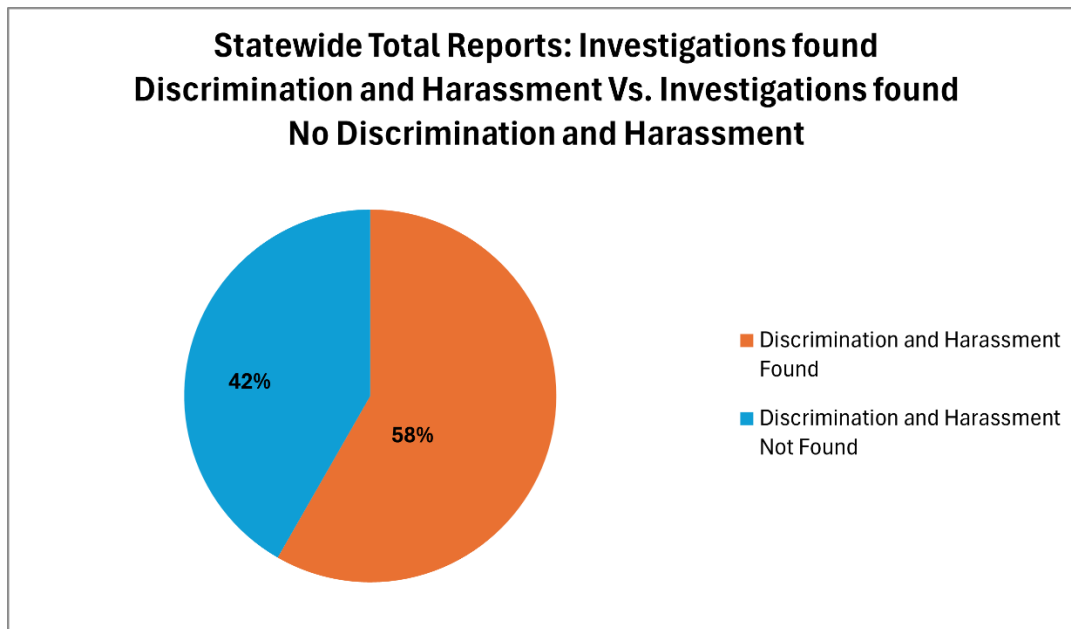
A total of 184 Local Education Providers (LEPs) participated and provided data through the Prevent Discrimination and Harassment (PHD) data collection, comprising all 179 school districts - including the Charter School Institute - four BOCES (Centennial, San Juan, Expeditionary, and Colorado River), 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

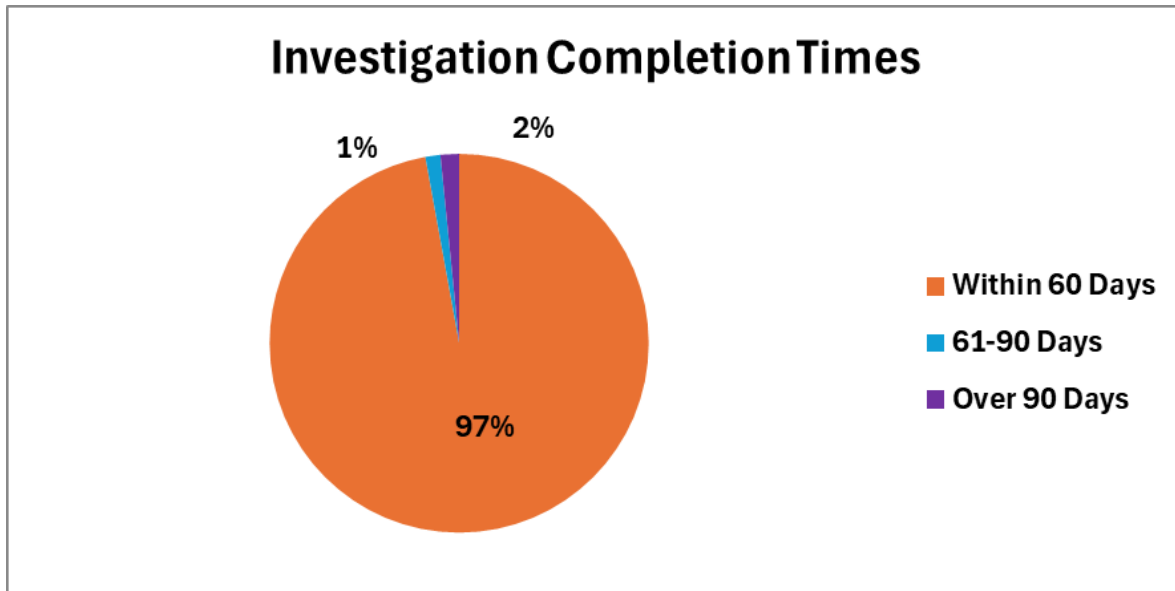
orientation, gender identity, gender expression, family composition, religion, age, national origin, and ancestry. In addition, 294 reports confirmed instances including multiple protected categories. Overall, sex was the most frequently reported category, accounting for 1,536 confirmed incidents of 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                   |
| <b>Total Number of Incidents when Discrimination/Harassment Confirmed</b> | <b>3,801</b>         |

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

[illegible]

[illegible]

[illegible]



| 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]

[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   | *        | *   | *                  |





| 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.