

# SENATE BILL 24-162: CONCERNING BEST PRACTICES FOR RESPONDING TO DISCRIMINATORY CONDUCT IN SCHOOLS, AND, IN CONNECTION THEREWITH, DEVELOPING TRAINING CONSISTENT WITH THE BEST PRACTICES AND MAKING AN APPROPRIATION



The Colorado General Assembly passed Senate Bill 24-162 in April 2023. The bill requires the Colorado Department of Education (CDE) to contract with an organization to provide a report on best practices for local education providers to respond to reports of harassment or discrimination and to create a harassment or discrimination training program for use by schools.

## Implementation by Local Education Providers

**Beginning with the training conducted for employees for the 2025-2026 school year, but beginning no later than December 31, 2025,** each LEP shall provide training to all employees about harassment and discrimination. Each new employee shall complete training upon hiring and at least every 3 years thereafter.

The training must be provided during the employee's normal working hours.

Training provided on and after August 1, 2025, must be consistent with the best practices developed by the selected organization writing the report for the CDE.

Schools may use the training created by the vendor and provided by the CDE at no cost to schools.

## Implementation by the Colorado Department of Education

The Colorado Department of Education (CDE) will contract with an organization to provide a report on best practices for local education providers to respond to reports of harassment or discrimination. In addition, the organization will create a harassment or discrimination training program for use by schools at no cost to the districts.