Second Regular Session Seventy-third General Assembly STATE OF COLORADO

INTRODUCED

LLS NO. 22-1010.02 Alana Rosen x2606

SENATE BILL 22-207

SENATE SPONSORSHIP

Winter,

Bacon,

HOUSE SPONSORSHIP

Senate Committees Education **House Committees**

A BILL FOR AN ACT

101 CONCERNING THE PREVENTION OF TITLE IX MISCONDUCT ON PUBLIC

102 SCHOOL 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 <u>http://leg.colorado.gov</u>.)

To comply with federal law, the bill requires covered public schools to adopt a Title IX policy pursuant to Title IX of the federal "Education Amendments of 1972". The bill outlines the information that must be included in the Title IX policy, including definitions of forms of misconduct and the procedures for reporting and investigating misconduct under Title IX. The bill requires covered public schools to provide their

Title IX policy to the department of education.

To comply with federal law, the bill requires covered public schools to designate at least one employee as the Title IX coordinator, who is responsible for coordinating the school's compliance with Title IX, including investigating or adjudicating complaints under the covered public school's Title IX policy.

The bill requires covered public schools to promote on their websites awareness and prevention of misconduct, the covered public school's Title IX policy, and the name and contact information of the Title IX coordinator. Covered public schools are required to annually distribute through electronic or other means of communication the covered public school's Title IX policy as part of the covered public school's handbook to parents with students enrolled in kindergarten through fifth grade and to students enrolled in sixth through twelfth grade.

The bill requires covered public schools to provide training for employees, parents, and students on the Title IX policy. The bill outlines the training requirements, which include how to promote awareness and prevention of misconduct, an explanation of the Title IX policy, and an explanation of relevant federal and state law that affect the Title IX policy.

The bill creates the rural school district Title IX implementation grant program (grant program). The purpose of the grant program is to award money to rural school districts to assist rural schools with creating, implementing, or updating Title IX policies and procedures to comply with federal and state law. The state board of education shall promulgate rules for the grant program.

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

2 SECTION 1. In Colorado Revised Statutes, add 22-1-134 as

3 follows:

4

22-1-134. Title IX training and notification requirements -

5 grant program - rules - definitions. (1) As used in this section,

6 UNLESS THE CONTEXT OTHERWISE REQUIRES:

7 (a) "COMPLAINANT" MEANS A PERSON WHO IS SUBJECT TO
8 ALLEGED MISCONDUCT PURSUANT TO THE TITLE IX POLICY OF THE
9 COVERED PUBLIC SCHOOL.

10 (b) "COVERED PUBLIC SCHOOL" MEANS A SCHOOL OF A SCHOOL

DISTRICT, A CHARTER SCHOOL AUTHORIZED BY A SCHOOL DISTRICT
 PURSUANT TO PART 1 OF ARTICLE 30.5 OF THIS TITLE 22, A CHARTER
 SCHOOL AUTHORIZED BY THE STATE CHARTER SCHOOL INSTITUTE
 PURSUANT TO PART 5 OF ARTICLE 30.5 OF THIS TITLE 22, OR A BOARD OF
 COOPERATIVE SERVICES CREATED AND OPERATING PURSUANT TO ARTICLE
 5 OF THIS TITLE 22.

7 (c) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION
8 CREATED IN SECTION 24-1-115.

9 (d) "REPORTING PARTY" MEANS AN INDIVIDUAL WHO REPORTS AN
10 ALLEGED INCIDENT OF MISCONDUCT PURSUANT TO THE COVERED PUBLIC
11 SCHOOL'S TITLE IX POLICY.

12 (e) "RESPONDING PARTY" MEANS THE INDIVIDUAL WHO HAS BEEN
13 ACCUSED OF MISCONDUCT PURSUANT TO THE COVERED PUBLIC SCHOOL'S
14 TITLE IX POLICY.

(f) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT IN
COLORADO THAT THE DEPARTMENT DETERMINES IS RURAL, BASED ON THE
GEOGRAPHIC SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE
SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA.

(g) "STATE BOARD" MEANS THE STATE BOARD OF EDUCATION
CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE
STATE CONSTITUTION.

(h) "TITLE IX" MEANS TITLE IX OF THE FEDERAL "EDUCATION
AMENDMENTS OF 1972", 20 U.S.C. SECS. 1681 TO 1688, AS AMENDED.

(i) "TITLE IX COORDINATOR" MEANS THE EMPLOYEE DESIGNATED
AS RESPONSIBLE FOR A COVERED PUBLIC SCHOOL'S COMPLIANCE WITH
TITLE IX, INCLUDING INVESTIGATING OR ADJUDICATING COMPLAINTS
UNDER THE TITLE IX POLICY.

-3-

(j) "TITLE IX POLICY" MEANS THE SCHOOL POLICY THAT STATES
 SCHOOLS DO NOT DISCRIMINATE ON THE BASIS OF SEX, INCLUDING SEXUAL
 ORIENTATION, GENDER IDENTITY, SEXUAL HARASSMENT, OR SEXUAL
 VIOLENCE, SUCH AS RAPE, SEXUAL ASSAULT, SEXUAL BATTERY, OR SEXUAL
 COERCION.

6 (2) (a) AS REQUIRED BY TITLE IX, ON OR BEFORE JULY 1, 2023,
7 COVERED PUBLIC SCHOOLS SHALL ADOPT A TITLE IX POLICY FOR
8 ENROLLED STUDENTS. EACH COVERED PUBLIC SCHOOL SHALL
9 PERIODICALLY REVIEW AND UPDATE THE POLICY.

(b) NOTWITHSTANDING THE PROVISIONS OF THIS SECTION, IF THERE
IS A CONFLICT BETWEEN THIS SECTION AND ANY FEDERAL LAW OR
REGULATION THAT PLACES A COVERED PUBLIC SCHOOL AT RISK OF LOSING
FEDERAL MONEY FOR ITSELF OR ITS STUDENTS, THE COVERED PUBLIC
SCHOOL SHALL FOLLOW FEDERAL LAW AND IS NOT LIABLE FOR ANY
VIOLATION OF THIS SECTION BASED ON THAT ACTION.

16 (3) AT A MINIMUM, EACH TITLE IX POLICY MUST INCLUDE:

17 (a) DEFINITIONS OF FORMS OF MISCONDUCT CONSISTENT WITH18 FEDERAL AND STATE LAW AND POLICY;

19 (b) CONFIDENTIAL AND NONCONFIDENTIAL REPORTING OPTIONS20 FOR MISCONDUCT;

21 (c) AN EXPLANATION OF THE ROLE OF THE COVERED PUBLIC22 SCHOOL IN ITS RESPONSE TO:

23 (I) A VIOLATION OF THE TITLE IX POLICY; OR

24 (II) A REPORT OF AN INCIDENT OF MISCONDUCT;

25 (d) PROCEDURES FOR INVESTIGATING REPORTS OF MISCONDUCT,

26 WHICH MUST:

27 (I) BE FAIR, IMPARTIAL, AND PROMPT IN WHICH THE COVERED

-4-

1 PUBLIC SCHOOL MUST MAKE A GOOD FAITH EFFORT TO COMPLETE AN 2 INVESTIGATION OR ADJUDICATIVE PROCESS, EXCLUDING ANY APPEALS, 3 WITHIN AN AVERAGE OF SIXTY TO NINETY DAYS, WITHOUT JEOPARDIZING 4 THE RIGHTS OF A COMPLAINANT OR RESPONDING PARTY. THE PROCEDURE 5 MAY INCLUDE A PROCESS THAT ALLOWS FOR THE EXTENSION OF THESE 6 TIME FRAMES FOR GOOD CAUSE WITH PRIOR WRITTEN NOTICE OF THE 7 DELAY AND THE REASON FOR THE DELAY TO THE COMPLAINANT AND THE 8 **RESPONDING PARTY.**

9 (II) INCLUDE PREPONDERANCE OF THE EVIDENCE AS THE 10 EVIDENTIARY STANDARD WHEN A STUDENT IS THE RESPONDING PARTY, 11 NOTWITHSTANDING ANY OTHER EVIDENTIARY STANDARD IN ANY OTHER 12 POLICY OF THE COVERED PUBLIC SCHOOL;

(III) OUTLINE THE PROCEDURES TO BE FOLLOWED IN THE
INVESTIGATION AND ADJUDICATION PROCESS, WHICH MUST SPECIFY THAT
ALL QUESTIONS GO THROUGH THE OFFICIAL INDIVIDUAL OR INDIVIDUALS
CONDUCTING OR PARTICIPATING IN THE INVESTIGATION PROCESS;

(IV) PROVIDE THE COMPLAINANT AND THE RESPONDING PARTY
WITH THE SAME OPPORTUNITY TO HAVE AN ADVISOR OR OTHER PERSON
PRESENT DURING ANY PART OF THE PROCEEDING; EXCEPT THAT THE
ADVISOR OR OTHER PERSON IS NOT ALLOWED TO SPEAK ON BEHALF OF THE
COMPLAINANT OR RESPONDING PARTY DURING THE COURSE OF THE
PROCEEDINGS;

(V) PROVIDE REGULAR WRITTEN UPDATES ON THE STATUS OF THE
investigation or proceeding to the complainant and responding
party throughout the process until conclusion; and

26 (VI) PROVIDE FOR THE CONCURRENT NOTIFICATION OF THE
 27 OUTCOME OF THE INVESTIGATION OR PROCEEDING TO THE COMPLAINANT

-5-

1 AND THE RESPONDING PARTY;

2 (e) PROHIBITIONS ON:

3 (I) THE CONSIDERATION OF PRIOR, IRRELEVANT MISCONDUCT 4 EXCEPT RELATING TO A PRIOR RELATIONSHIP OR HISTORY BETWEEN THE 5 PARTIES IF RELEVANT TO SOME MATERIAL ISSUE IN THE PROCESS; AND

6 (II) ANY ACTION THAT WOULD BE CONSIDERED RETALIATORY
7 UNDER TITLE IX;

8 (f) PROTECTION FROM DISCIPLINARY ACTION AGAINST A 9 COMPLAINANT, REPORTING PARTY, OR WITNESS FOR PARTICIPATING IN THE 10 REPORTING OR INVESTIGATION AND FOR POLICY VIOLATIONS RELATED TO 11 THE INCIDENT, SUCH AS PERSONAL CONSUMPTION OF ALCOHOL OR DRUGS; 12 AND

(g) THAT ALL PROVISIONS OF THE TITLE IX POLICY, INCLUDING
ANY APPEAL PROCESS THAT MAY BE PROVIDED, BE APPLIED EQUALLY TO
BOTH THE COMPLAINANT AND THE RESPONDING PARTY.

16 (4) (a) ON OR BEFORE JULY 1, 2023, EACH COVERED PUBLIC 17 SCHOOL SHALL PROVIDE INFORMATION TO STUDENTS ON HOW TO RECEIVE 18 SUPPORT REGARDING MISCONDUCT UNDER THE TITLE IX POLICY. THE 19 COVERED PUBLIC SCHOOL MAY DESIGNATE FACULTY OR STAFF MEMBERS 20 TO PROVIDE SUPPORT TO STUDENTS; EXCEPT THAT THE COVERED PUBLIC 21 SCHOOL'S TITLE IX COORDINATOR SHALL NOT SERVE IN THIS CAPACITY. A 22 COVERED PUBLIC SCHOOL MAY ALSO DESIGNATE AN OUTSIDE ENTITY OR 23 SERVICE TO PROVIDE SUPPORT TO STUDENTS. IF A COVERED PUBLIC 24 SCHOOL USES AN OUTSIDE ENTITY OR SERVICE, IT SHALL MAKE ITS TITLE 25 IX POLICY AVAILABLE TO THE ENTITY OR SERVICE.

26 (b) IF A FACULTY OR STAFF MEMBER OR OUTSIDE ENTITY OR
27 SERVICE DESCRIBED IN SUBSECTION (4)(a) OF THIS SECTION MEETS THE

-6-

2 PROTECTIONS FOR CONFIDENTIALITY OR PRIVILEGES ESTABLISHED 3 PURSUANT TO THOSE SECTIONS APPLY TO THE INDIVIDUAL WHILE ACTING 4 PURSUANT TO THIS SECTION. 5 (5) (a) ON OR BEFORE JULY 1, 2023, EACH COVERED PUBLIC 6 SCHOOL SHALL PROMOTE: 7 (I) AWARENESS AND PREVENTION OF MISCONDUCT; 8 (II) THE COVERED PUBLIC SCHOOL'S TITLE IX POLICY; AND 9 (III) THE NAME OR TITLE AND CONTACT INFORMATION FOR THE 10 TITLE IX COORDINATOR. 11 (b) EACH COVERED PUBLIC SCHOOL SHALL PROMOTE THE 12 INFORMATION DESCRIBED IN SUBSECTION (5)(a) OF THIS SECTION BY: 13 (I) **PROMINENTLY DISPLAYING ON ITS WEBSITE:** 14 (A) THE COVERED PUBLIC SCHOOL'S TITLE IX POLICY; 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; AND 18 (II) ANNUALLY DISTRIBUTING THROUGH ELECTRONIC OR OTHER 19 MEANS OF COMMUNICATION THE COVERED PUBLIC SCHOOL'S TITLE IX 20 POLICY AS PART OF THE COVERED PUBLIC SCHOOL'S HANDBOOK TO: 21 (A) PARENTS WITH STUDENTS ENROLLED IN KINDERGARTEN 22 THROUGH FIFTH GRADE; AND 23 (B) STUDENTS ENROLLED IN SIXTH THROUGH TWELFTH GRADE. 24 (6) (a) ON OR BEFORE JULY 1, 2023, AND BY EACH JULY 1 25 THEREAFTER, EACH COVERED PUBLIC SCHOOL SHALL PROVIDE ANNUAL 26 TRAINING ON THE COVERED PUBLIC SCHOOL'S TITLE IX POLICY TO 27 INCOMING PARENTS OF STUDENTS ENROLLED IN KINDERGARTEN THROUGH -7-

REQUIREMENTS OF SECTION 13-90-107 (1)(k)(II) OR 12-245-220, THE

1

SB22-207

FIFTH GRADE, STUDENTS ENROLLED IN SIXTH GRADE THROUGH TWELFTH
 GRADE, NEW EDUCATORS AND STAFF AND, WHEN APPLICABLE, TO ALL
 PARENTS, STUDENTS, EDUCATORS, AND STAFF IF THE TITLE IX POLICY IS
 SUBSTANTIALLY UPDATED.

5 (b) EACH COVERED PUBLIC SCHOOL SHALL DESIGNATE AT LEAST
6 ONE EMPLOYEE AS A TITLE IX COORDINATOR. THE TITLE IX
7 COORDINATOR MUST RECEIVE TRAINING ON THE POLICY IN EFFECT AT THE
8 TIME OF THE COMPLAINT PRIOR TO STARTING THE INVESTIGATION OR
9 ADJUDICATION.

10 (c) THE TRAINING REQUIRED BY THIS SUBSECTION (6) MAY
11 INCLUDE BUT IS NOT LIMITED TO:

12 (I) How to promote awareness and prevention of13 misconduct;

14 (II) AN EXPLANATION OF THE COVERED PUBLIC SCHOOL'S TITLE IX
15 POLICY;

16 (III) AN EXPLANATION OF THE RELEVANT FEDERAL AND STATE
17 LAWS CONCERNING MISCONDUCT;

18 (IV) AN EXPLANATION OF TYPES OF CONDUCT THAT WOULD
19 CONSTITUTE A VIOLATION OF THE COVERED PUBLIC SCHOOL'S TITLE IX
20 POLICY;

(V) THE ROLE OF THE COVERED PUBLIC SCHOOL IN ENSURING A
 coordinated response to an allegation of misconduct;

23 (VI) THE DEFINITION OF "CONSENT" IN THE CONTEXT OF SEXUAL
24 ACTIVITY;

25 (VII) OPTIONS FOR BYSTANDER INTERVENTION;

26 (VIII) OPTIONS FOR INVOLVING LAW ENFORCEMENT IN
27 RESPONDING TO MISCONDUCT;

-8-

(IX) THE IMPORTANCE OF TREATING AND HOW TO TREAT OTHERS
 WITH DIGNITY AND RESPECT; AND

3 (X) THE EFFECTS OF TRAUMA ON REPORTING PARTIES OR
4 COMPLAINANTS WHO HAVE EXPERIENCED MISCONDUCT THAT MAY
5 INCLUDE:

6 (A) INFORMATION ON WORKING WITH AND INTERVIEWING PERSONS
7 WHO HAVE EXPERIENCED MISCONDUCT;

8 (B) WAYS TO COMMUNICATE SENSITIVELY AND 9 COMPASSIONATELY WITH A REPORTING PARTY OR A COMPLAINANT; AND 10 (C) INFORMATION REGARDING HOW MISCONDUCT MAY IMPACT 11 STUDENTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

12 (7) (a) ON OR BEFORE JULY 1, 2023, EACH COVERED PUBLIC
13 SCHOOL SHALL PROVIDE TO THE DEPARTMENT, TO BE POSTED ON THE
14 DEPARTMENT'S WEBSITE:

(I) A COPY OF THE COVERED PUBLIC SCHOOL'S TITLE IX POLICY;
(II) A DESCRIPTION OF HOW THE COVERED PUBLIC SCHOOL IS
PROVIDING INFORMATION TO STUDENTS ON HOW TO RECEIVE SUPPORT
REGARDING MISCONDUCT UNDER TITLE IX AS REQUIRED BY SUBSECTION
(4) OF THIS SECTION AND HOW IT IS PROMOTING THE INFORMATION
REQUIRED BY SUBSECTION (5) OF THIS SECTION; AND

(III) A DESCRIPTION OF THE TITLE IX TRAINING PROVIDED BY THE
covered public school, as required by subsection (6) of this
section.

(b) BEGINNING JANUARY 2024, AND IN JANUARY EVERY YEAR
THEREAFTER, EACH COVERED PUBLIC SCHOOL SHALL PROVIDE TO THE
DEPARTMENT, TO BE POSTED ON THE DEPARTMENT'S WEBSITE:

27 (I) A COPY OF ANY UPDATED TITLE IX POLICY ADOPTED DURING

-9-

1 THE PREVIOUS CALENDAR YEAR;

2 (II) A STATEMENT AS TO ANY CHANGES IN THE MANNER IN WHICH
3 THE COVERED PUBLIC SCHOOL PROVIDES OR PROMOTES THE INFORMATION
4 REQUIRED BY SUBSECTION (4) OR (5) OF THIS SECTION; AND

5 (III) A DESCRIPTION OF THE TITLE IX MISCONDUCT TRAINING
6 PROVIDED BY THE COVERED PUBLIC SCHOOL, AS REQUIRED BY SUBSECTION
7 (6) OF THIS SECTION.

8 (8) (a) THERE IS CREATED THE RURAL SCHOOL DISTRICT TITLE IX 9 IMPLEMENTATION GRANT PROGRAM, REFERRED TO IN THIS SUBSECTION (8) 10 AS THE "GRANT PROGRAM". THE PURPOSE OF THE GRANT PROGRAM IS TO 11 AWARD MONEY TO RURAL SCHOOL DISTRICTS TO ASSIST RURAL SCHOOLS 12 WITH CREATING, IMPLEMENTING, OR UPDATING TITLE IX POLICIES AND 13 PROCEDURES, INCLUDING TRAINING AN EMPLOYEE TO BE THE TITLE IX 14 COORDINATOR, TO BE IN COMPLIANCE WITH FEDERAL AND STATE LAWS. 15 ON OR AFTER JULY 1, 2023, A RURAL SCHOOL DISTRICT MAY APPLY FOR A 16 GRANT.

17 (b) THE DEPARTMENT SHALL ADMINISTER THE GRANT PROGRAM
18 PURSUANT TO STATE BOARD RULES ADOPTED PURSUANT TO SUBSECTION
19 (8)(c) OF THIS SECTION.

20 (c) THE STATE BOARD SHALL PROMULGATE RULES CONCERNING
21 THE GRANTS AWARDED PURSUANT TO THIS SUBSECTION (8), WHICH MUST
22 INCLUDE, AT A MINIMUM:

(I) THE PROCESS BY WHICH A RURAL SCHOOL DISTRICT MAY APPLY
FOR AND RECEIVE GRANT MONEY PURSUANT TO THIS SUBSECTION (8),
INCLUDING APPLICATION REQUIREMENTS AND DEADLINES;

26 (II) THE NUMBER AND AMOUNT OF EACH GRANT AND WHETHER27 GRANT MONEY WILL BE AWARDED IN THE ORDER APPLICATIONS ARE

-10-

1 RECEIVED OR THROUGH SOME OTHER METHOD; AND

(III) PROCEDURES FOR MONITORING A RURAL SCHOOL DISTRICT'S
COMPLIANCE WITH THE PROVISIONS OF THIS SUBSECTION (8) AND
SPECIFICALLY THAT MONEY AWARDED PURSUANT TO THIS SUBSECTION (8)
IS USED FOR REASONABLE COSTS ASSOCIATED WITH CREATING,
IMPLEMENTING, OR UPDATING TITLE IX POLICIES, TRAINING MATERIALS,
OR HIRING AN EMPLOYEE TO ACT AS THE TITLE IX COORDINATOR; AND

8 (IV) THE PROCESS BY WHICH A RURAL SCHOOL DISTRICT REPORTS
9 TO THE DEPARTMENT AND THE INFORMATION THAT MUST BE INCLUDED IN
10 THE REPORT.

(d) THE DEPARTMENT SHALL REVIEW EACH GRANT APPLICATION
RECEIVED PURSUANT TO THIS SUBSECTION (8) AND SHALL MAKE
RECOMMENDATIONS TO THE STATE BOARD CONCERNING WHETHER THE
GRANT SHOULD BE AWARDED AND THE AMOUNT OF THE GRANT.

15 (9) NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), ON OR 16 BEFORE NOVEMBER 1, 2024, AND EVERY NOVEMBER 1 THEREAFTER, THE 17 DEPARTMENT SHALL SUBMIT A REPORT TO THE EDUCATION COMMITTEES 18 OF THE SENATE AND HOUSE OF REPRESENTATIVES, OR ANY SUCCESSOR 19 COMMITTEES, THE STATE BOARD, AND THE GOVERNOR, CONTAINING 20 INFORMATION ON THE REPORTS SUBMITTED BY THE COVERED PUBLIC 21 SCHOOLS AND RURAL SCHOOL DISTRICTS TO THE DEPARTMENT PURSUANT 22 TO SUBSECTIONS (7)(a) AND (8)(c)(IV) OF THIS SECTION.

SECTION 2. Act subject to petition - effective date. This act
 takes effect at 12:01 a.m. on the day following the expiration of the
 ninety-day period after final adjournment of the general assembly; except
 that, if a referendum petition is filed pursuant to section 1 (3) of article V
 of the state constitution against this act or an item, section, or part of this

act within such period, then the act, item, section, or part will not take
 effect unless approved by the people at the general election to be held in
 November 2022 and, in such case, will take effect on the date of the
 official declaration of the vote thereon by the governor.