

OFFICE OF LEARNING SUPPORTS (/MTSS)

Required Prevention of Harassment, Discrimination, and Bullying in Colorado Schools Training

Colorado law requires public schools to provide training to all employees about discrimination and harassment as defined in **C.R.S. 22-1-143**

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starting in the 2025-26 school year. All public school employees must be trained no later than December 31, 2025. This would cover any employees that work at a school or regularly work with students in schools.

Each new employee of a public school shall complete training

- Upon hire and at least every three years thereafter;
- An employee shall complete training when transferring from a position working with elementary school-aged students to a position working with secondary school-aged students, or
- An employee transferring from a position working with secondary school-aged students to a position working with elementary school-aged students. The training must be provided during the employee's normal working hours.

It is the district, school, or charter school's obligation to track and ensure all educators in their district for the 2025-2026 school year and those new to district in subsequent years are trained to meet the obligations of **C.R.S. 22-1-143**

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There are no staff training reporting requirements to the Colorado Department of Education.

SB 24-162 required CDE to select an organization to develop a harassment or discrimination training program for use by schools that is consistent with the best practices developed by the selected organization and that complies with the requirements for public schools' harassment and discrimination training.

CDE, in partnership with the Colorado Attorney General's Office and an external contractor, has developed the following training materials for schools and districts to utilize in meeting this training requirement. Districts are not required to use these materials and may develop their own. However, the training must be aligned to the statutory requirements set forth in **C.R.S. 22-1-143**

([https://nam04.safelinks.protection.outlook.com/?](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcolorado.public.law%2Fstatutes%2Fcrs_22-1-143&data=05%7C02%7CTurnmeyer_j%40cde.state.co.us%7C6258419dffa845a7d6ac08d)

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- Training Presentation
 - **PowerPoint - Module 1**
(<https://docs.google.com/presentation/d/1gGKCp62lgMXTqCzjShsBVVLRZH0Cusp=sharing&oid=107350184263342613031&rtpof=true&sd=true>) : Identifying Discrimination and Harassment in Schools
 - **PDF - Module 1 (/fs/resource-manager/view/a6f02e61-6976-454a-b153-9f212b776e02)** : Identifying Discrimination and Harassment in Schools
 - **PowerPoint - Module 2 (/fs/resource-manager/view/e9a3557f-e9ce-4ae9-9d52-657837160610)** : Responding to Discrimination and Harassment
 - **PDF - Module 2 (/fs/resource-manager/view/47f05242-2775-427d-a330-8553adeb6e25)** : Responding to Discrimination and Harassment
- **Training Facilitation Guide - Discrimination, Harassment, and Bullying Training Materials (/fs/resource-manager/view/3c53c005-bf78-4564-a3b3-fd7d9df1ec40)**
- Training Videos - Module 1 and Module 2



Module 1 Training

Module 2 Training



Additional Learning Resources & Tools

- Anti-Defamation League Resources for Teachers
 - **Awareness to Action** (<https://www.adl.org/awarenesstoaction>)
 - **Echoes and Reflections: Teaching the Holocaust, Inspiring the Classroom** (<https://echoesandreflections.org/>)
 - **Mini-Lessons for Educators** (<https://www.adl.org/demand-learning>)
 - **Lesson Plans** (<https://www.adl.org/resources/lessons-plans/search>)
 - **Understanding Antisemitism and Anti-Zionism** (<https://www.adl.org/resources/tools-and-strategies/understanding-antisemitism-and-anti-zionism>)
- Anti-Defamation League Resources for Families
 - **Table Talks** (<https://www.adl.org/education/resources/tools-and-strategies/table-talk>) - Robust discussion guides that provide guidance for families and caregivers to discuss the news and other timely social events.
- Anti-Defamation League Resources for Students
 - **Words to Action** (<https://www.adl.org/words-to-action>)
 - **Student Mini-Lessons** (<https://www.adl.org/student-learning>)
- **No Place for Hate** (<https://www.noplaceforhate.org/the-program>) A student-led school climate improvement program that cultivates student leadership, unites your school community, and engages students and staff in active learning.
 - **No Place for Hate Incident Response Resources** (<https://www.noplaceforhate.org/incident-start-here>)
- **ADL Resources, Tools and Strategies by Topic** (https://www.adl.org/resources/tools-strategies/search?_gl=1%2Am6616e%2A_ga%2AMjAzNDMyNTE2OC4xNjc3Njk3NjQ4%2A_ga_S9QB0F2P)
- **Western States Center Tool Kit: "Confronting White Nationalism In Schools"** (<https://fs18.formsite.com/western/ymvbb1mb83/fill?id19=201910ppsweb>)
- **Teaching Tolerance: Responding to Hate and Bias at School** (<https://www.tolerance.org/magazine/publications/responding-to-hate-and-bias-at-school>)
- **Anti-Defamation League Hate on Display™ Hate Symbols Database** (<https://www.adl.org/sites/default/files/ADL%20Hate%20on%20Display%20Printable>)
- **ADL 5 Tips for Talking to Children About Hate Crimes** (<https://sni.org/app/uploads/2021/08/ADL-tips-for-talking-to-children-about-hate-crimes.pdf>)



- **Preventing and Responding to Bias and Hate Incidents in K-12 Educational Settings: A Toolkit for School & Community Leaders** (<https://www.justice.gov/crs/highlight/preventing-bias-hate-in-school>) (U.S Department of Justice)
- **Responding to Hate and Bias at School: A Guide for Administrators, Counselors, and Teachers** (<https://www.learningforjustice.org/sites/default/files/2022-12/LFJ-Responding-to-Hate-and-Bias-at-School-December-2022-WEB-12052022.pdf>) (Learning for Justice, Southern Poverty Law Center)

These resources are for informational purposes only and have not been vetted for content or accuracy.

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