COLORADO
Department of Education

2026-2027 Prevent Harassment or Discrimination in Schools – File Layout

Purpose:

Per C.R.S 22-1-143 the Harassment or Discrimination collection collects the number of formal reports of harassment or discrimination and the protected class or classes implicated when harassment or discrimination was found; and the time to complete each investigation and to make findings related to each report.

Dependencies:

There are no dependencies for the Prevent Harassment or Discrimination file.

Record Expectation:

LEAs should submit a record for every formal report, as defined below, that is maintained by the reporting district. All pertinent school information should be reported in this collection. All formal reports of harassment or discrimination should be reported, even in cases where no harassment or discrimination was found. All references to Local Education Agency (LEA) include district, BOCES and CSI.

Clarification:

All formal reports of discrimination and harassment under the LEA's non-discrimination policies must be reported to the state in this collection where the following is true:

There was a complainant, which is defined in statute as a person who files a report of alleged misconduct or discrimination pursuant to a local education agency's policy, and

There was an investigation or a review of the facts, and

There was a determination or finding made on whether the situation constituted harassment or discrimination under state and/or federal law and/or the LEA's policies.

When there was a determination or finding that harassment or discrimination did occur, the LEA should indicate which protected class or classes were implicated. For example, the LEA would indicate if the formal report was founded on the basis of sex or on the basis of race. If the review or investigation determines that the conduct did not constitute harassment or discrimination, the LEA should indicate "No Harassment or Discrimination Found." If the investigation or review finds student misconduct occurred but that it does not rise to the level of constituting harassment or discrimination, the LEA should indicate "No Harassment or

Discrimination Found." Formal reports, for purposes of this data collection, include both student/student and student/employee complaints of harassment or discrimination.

Formal reports, for purposes of this data collection, do not include situations where the complainant elected to proceed informally, without an investigation or finding made, after being informed of their rights to an investigation and finding.

For purposes of this collection, bullying is only included if it was reported OR evaluated as harassment or discrimination. Meaning:

> There was a complainant that alleged bullying based on one or more of the following protected classes: disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, religion, age, national origin, or ancestry; and
>
> There was an investigation or a review of the facts; and
>
> There was a determination or finding made on whether the situation constituted harassment or discrimination under state and/or federal law and/or the school or district's policies.

If the investigation under the school or district's non-discrimination policies determined that the conduct constituted bullying but did not rise to the level of being harassment or discrimination, it should be reported as "Harassment or Discrimination not Found" because it wasn't founded as being harassment or discrimination.

Use Summary:

Fields from this file are used in reporting for C.R.S. 22-1-143.

File Notes:

- Changes compared to the prior year are emphasized with yellow shading.
- Deleted text compared to the prior year is shown with ~~text style subtle reference.~~
- *Indicates primary key
- **Zero fill all non-applicable data fields**
- A header row is required for .csv and .xlsx files



Data Field List:

Name of Field	Field Length	Text Start Position	Text End Position	CSV Order	Excel Column	Example(s)	Remarks
School District/BOCES Code	4	1	4	1	A2	0000	
School Code	4	5	8	2	B2	0000	
Investigation Identifier	10	9	18	3	C2	0000000001	
Founded on the basis of Disability	1	19	19	4	D2	0 or 1	
Founded on the basis of Race	1	20	20	5	E2	0 or 1	
Founded on the basis of Creed	1	21	21	6	F2	0 or 1	
Founded on the basis of Color	1	22	22	7	G2	0 or 1	
Founded on the basis of Sex	1	23	23	8	H2	0 or 1	
Founded on the basis of Sexual Orientation	1	24	24	9	I2	0 or 1	
Founded on the basis of Gender Identity	1	25	25	10	J2	0 or 1	
Founded on the basis of Gender Expression	1	26	26	11	K2	0 or 1	
Founded on the basis of Family	1	27	27	12	L2	0 or 1	
Founded on the basis of Religion	1	28	28	13	M2	0 or 1	
Founded on the basis of Age	1	29	29	14	N2	0 or 1	
Founded on the basis of National Origin	1	30	30	15	O2	0 or 1	
Founded on the basis of Ancestry	1	31	31	16	P2	0 or 1	
Harassment or Discrimination Not Found	1	32	32	17	Q2	0 or 1	
Report Investigation Time	2	33	34	18	R2	01, 02, 03	

Retired Data Fields/Codes

Data Fields Retired:

None

Codes Retired:

None

Data Field Descriptions:

School District / BOCES Code

A unique code assigned to a district by CDE. Refer to School District/BOCES Code table.

School Code

A unique code assigned by CDE to a school building. Refer to School Building Codes.

Founded on the Basis of Disability

Indicates whether the investigation found harassment or discrimination on the basis of disability.

Code	Description
0	No
1	Yes

Founded on the Basis of Race

Indicates whether the investigation found harassment or discrimination on the basis of race.

Code	Description
0	No
1	Yes

Founded on the Basis of Creed

Indicates whether the investigation found harassment or discrimination on the basis of creed.

Code	Description
0	No
1	Yes

Founded on the Basis of Color

Indicates whether the investigation found harassment or discrimination on the basis of color.

Code	Description
0	No
1	Yes

Founded on the Basis of Sex

Indicates whether the investigation found harassment or discrimination on the basis of sex.

Code	Description
0	No
1	Yes

Founded on the Basis of Sexual Orientation

Indicates whether the investigation found harassment or discrimination on the basis of sexual orientation.

Code	Description
0	No
1	Yes

Founded on the Basis of Gender Identity

Indicates whether the investigation found harassment or discrimination on the basis of gender identity.

Code	Description
0	No
1	Yes

Founded on the Basis of Gender Expression

Indicates whether the investigation found harassment or discrimination on the basis of gender expression.

Code	Description
0	No
1	Yes

Founded on the Basis of Family

Indicates whether the investigation found harassment or discrimination on the basis of family.

Code	Description
0	No
1	Yes

Founded on the Basis of Religion

Indicates whether the investigation found harassment or discrimination on the basis of religion.

Code	Description
0	No
1	Yes

Founded on the Basis of Age

Indicates whether the investigation found harassment or discrimination on the basis of age.

Code	Description
0	No
1	Yes

Founded on the Basis of National Origin

Indicates whether the investigation found harassment or discrimination on the basis of national origin.

Code	Description
0	No
1	Yes

Founded on the Basis of Ancestry

Indicates whether the investigation found harassment or discrimination on the basis of ancestry.

Code	Description
0	No
1	Yes

No Harassment or Discrimination Found

Indicates that the review or investigation determined that the harassment or discrimination complaint was not founded. In cases where this field is reported with '1' no other category of protected class findings can be reported with '1'.

Code	Description
0	No
1	Yes

Report Investigation Time

Indicator of whether the time to complete the investigation for the reported harassment or discrimination was completed within 60 school days, 90 school days, or past 90 school days.

Code	Description
01	Within 60 school days
02	Within 61 – 90 school days
03	Exceeded 90 school days

Document Changes:

Collection Year	Type of Change	Description of Change	Reason for Change	Element(s) Affected
2026-2027		EDAC Stamp	EDAC	
2026-2027	Text	Update text to more closely align with the language used by those conducting the investigation	Feedback from Title IX coordinators and AG's office	Throughout document
2025-2026	Text	Added Clarification	Request from the AG's office	Purpose
2024-2025		New Collection / File Layout		