

Second Regular Session
Seventy-first General Assembly
STATE OF COLORADO

ENGROSSED

LLS NO. R18-1083.01 Jason Gelender x4330

HR18-1005

HOUSE SPONSORSHIP

Becker K.,

House Committees

HOUSE RESOLUTION 18-1005

101 CONCERNING THE EXPULSION OF REPRESENTATIVE STEVE LEBSOCK.

1 WHEREAS, Pursuant to Rule 38 of the Joint Rules of the Senate
2 and the House of Representatives, the General Assembly has in place a
3 Workplace Harassment Policy of the General Assembly that establishes
4 that it is the policy of the General Assembly to create and maintain a work
5 environment in which all members of the General Assembly, legislative
6 employees, and third parties are treated with dignity and respect and that
7 members of the General Assembly, legislative employees, and third
8 parties have the right to a workplace that is free from harassment, both
9 subtle and overt; and

10 WHEREAS, The Workplace Harassment Policy of the General
11 Assembly applies to and is binding on all members of the General
12 Assembly; and

13 WHEREAS, Numerous allegations of workplace harassment,
14 including sexual harassment and other inappropriate behavior
15 unbecoming of a State Representative, have been made against
16 Representative Steve Lebsock; and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

HOUSE
Final Reading
March 2, 2018

1 WHEREAS, Since November 2017, five women have filed formal
2 workplace harassment complaints as permitted by the Workplace
3 Harassment Policy of the General Assembly alleging eleven separate
4 incidents of workplace harassment, including sexual harassment, against
5 Representative Lebsock; and

6 WHEREAS, The Majority Leader of the House of Representatives,
7 acting in her capacity as the contact person designated to receive
8 workplace harassment complaints made against Representative Lebsock
9 for the House of Representatives and as authorized by subsection F.5 of
10 the Workplace Harassment Policy of the General Assembly, retained
11 Employers Council, a full-service employment law, human resources, and
12 consulting firm with extensive workplace harassment claims investigation
13 experience, to conduct an independent investigation into the complaints
14 against Representative Lebsock; and

15 WHEREAS, On February 26, 2018, after a more than
16 three-month-long investigation during which Employers Council
17 interviewed nineteen victims and witnesses, including Representative
18 Lebsock, Employers Council concluded that the complaints filed against
19 Representative Lebsock were credible and that the evidence supported the
20 specific allegations made against Representative Lebsock and established
21 that Representative Lebsock had engaged in a pattern of egregious
22 harassing conduct; and

23 WHEREAS, During the investigation, additional credible evidence
24 arose of a pattern of conduct, including threats of retaliation, by
25 Representative Lebsock that is contrary to the policy of the General
26 Assembly to create and maintain a work environment in which all
27 members of the General Assembly, legislative employees, and third
28 parties are treated with dignity and respect and is unbecoming of a
29 member of the House of Representatives; now, therefore,

30 *Be It Resolved by the House of Representatives of the Seventy-first*
31 *General Assembly of the State of Colorado:*

32 That Representative Lebsock's pattern of egregious harassing
33 conduct violated the Workplace Harassment Policy of the General
34 Assembly and is unbecoming of a member of the House of
35 Representatives;

36 That Representative Lebsock's conduct has also undermined public

1 confidence in the House of Representatives;

2 That the House of Representatives condemns and refuses to
3 tolerate workplace harassment and, therefore, in the exercise of the power
4 granted to it under article V, section 12 of the Colorado Constitution to
5 expel a member with the concurrence of two-thirds of its members,
6 hereby expels Representative Steve Lebsock from the House of
7 Representatives as appropriate punishment for his pattern of egregious
8 harassing conduct and for just cause; and

9 That the seat of the member of the House of Representatives for
10 House District 34, formerly occupied by Steve Lebsock, is now vacant.

11 *Be It Further Resolved*, That the Chief Clerk of the House of
12 Representatives print this Resolution in its entirety in the House Journal.