



HOUSE RESOLUTION 18-1005

BY REPRESENTATIVE(S) Becker K., Arndt, Bridges, Buckner, Coleman, Danielson, Esgar, Exum, Foote, Garnett, Gray, Hamner, Herod, Hooton, Jackson, Kennedy, Kraft-Tharp, Lee, Lontine, McLachlan, Melton, Michaelson Jenet, Pettersen, Roberts, Rosenthal, Salazar, Valdez, Weissman, Winter, Young, Duran.

CONCERNING THE EXPULSION OF REPRESENTATIVE STEVE LEBSOCK.

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

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

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

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

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

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

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

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

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

That Representative Lebsock's conduct has also undermined public confidence in the House of Representatives;

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

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

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

Marilyn Eddins
CHIEF CLERK OF THE HOUSE
OF REPRESENTATIVES

Crisanta Duran
SPEAKER OF THE HOUSE
OF REPRESENTATIVES