

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Health & Human Services.

HB24-1066 be amended as follows:

1 Amend printed bill, strike everything below the enacting clause and
2 substitute:

3 **"SECTION 1. Legislative declaration.** (1) The general
4 assembly declares that:

5 (a) Workplace violence in health-care settings has emerged as a
6 serious occupational and public health concern in Colorado and across the
7 country;

8 (b) Health-care workers are five times more likely to experience
9 violence in the workplace compared to other workers;

10 (c) Workplace violence presents in various forms, with:

11 (I) Sixty percent of incidents involving verbal aggression;

12 (II) Thirty-six percent of incidents involving threats;

13 (III) Twenty-nine percent of incidents involving physical
14 violence; and

15 (IV) Four percent of incidents involving the use of an object or
16 weapon;

17 (d) There is no single solution to solving workplace violence in
18 health-care settings, and evidence shows that a holistic approach to
19 workplace violence is most effective and has proven to decrease violence
20 in health-care settings;

21 (e) Recommendations from organizations such as the Joint
22 Commission, which align with the evidence that several approaches to
23 combating workplace violence are needed, include:

24 (I) Making significant investment in frontline staff in the
25 assessment, planning, and implementation of a workplace violence
26 program;

27 (II) Training staff on how to prevent workplace violence;

28 (III) Assessing and implementing security protections within
29 health-care units; and

30 (IV) Developing and implementing standardized workplace
31 violence prevention policies and reporting systems;

32 (f) Involving frontline staff in assessing and planning workplace
33 violence interventions is paramount to the effectiveness of the
34 intervention;

35 (g) The World Health Organization stresses that workplace
36 violence prevention training and interventions must go beyond the
37 individual, and the organization's recommendations align with evidence
38 showing that health-care organizations need to change their
39 administrative policies and implement changes within the health-care unit
40 environment to combat workplace violence; and

1 (h) Implementing a holistic approach to workplace violence
2 prevention, mitigation, response, and intervention that focuses on
3 involving frontline workers is paramount to reducing incidents of
4 workplace violence in health-care settings.

5 **SECTION 2.** In Colorado Revised Statutes, **add** part 9 to article
6 3 of title 25 as follows:

7 **PART 9**
8 **VIOLENCE PREVENTION IN HEALTH-CARE SETTINGS**

9 **25-3-901. Short title.** THE SHORT TITLE OF THIS PART 9 IS THE
10 "VIOLENCE PREVENTION IN HEALTH-CARE SETTINGS ACT".

11 **25-3-902. Definitions.** AS USED IN THIS PART 9, UNLESS THE
12 CONTEXT OTHERWISE REQUIRES:

13 (1) "BULLYING" MEANS ANY WRITTEN OR ORAL EXPRESSION,
14 PHYSICAL OR ELECTRONIC ACT OR GESTURE, OR PATTERN OF THAT
15 EXPRESSION, ACT, OR GESTURE THAT IS INTENDED TO COERCE, INTIMIDATE,
16 OR CAUSE ANY PHYSICAL, MENTAL, OR EMOTIONAL HARM TO AN
17 INDIVIDUAL.

18 (2) "DANGEROUS WEAPON" MEANS:

19 (a) A FIREARM, AS DEFINED IN SECTION 18-1-901 (3)(h);

20 (b) A PELLET GUN, A BB GUN, OR OTHER DEVICE, WHETHER
21 OPERATIONAL OR NOT, DESIGNED TO PROPEL PROJECTILES BY SPRING
22 ACTION OR COMPRESSED AIR;

23 (c) A FIXED-BLADE KNIFE WITH A BLADE THAT EXCEEDS THREE
24 INCHES IN LENGTH;

25 (d) A SPRING-LOADED KNIFE OR A POCKET KNIFE WITH A BLADE
26 EXCEEDING THREE AND ONE-HALF INCHES IN LENGTH; OR

27 (e) ANY OBJECT, DEVICE, INSTRUMENT, MATERIAL, OR SUBSTANCE,
28 WHETHER ANIMATE OR INANIMATE, THAT IS USED OR INTENDED TO BE
29 USED TO INFLICT DEATH OR SERIOUS BODILY INJURY.

30 (3) "FACILITY" MEANS:

31 (a) A HOSPITAL LICENSED OR CERTIFIED BY THE DEPARTMENT;

32 (b) A FREESTANDING EMERGENCY DEPARTMENT AS DEFINED IN
33 SECTION 25-1.5-114;

34 (c) A NURSING CARE FACILITY;

35 (d) AN ASSISTED LIVING RESIDENCE THAT HAS AT LEAST TWENTY
36 BEDS; OR

37 (e) A FEDERALLY QUALIFIED HEALTH CENTER, AS DEFINED IN THE
38 FEDERAL "SOCIAL SECURITY ACT", 42 U.S.C. SEC. 1395x (aa)(4), AS
39 AMENDED.

40 (4) "FACILITY PERSONNEL" MEANS:

41 (a) AN EMPLOYEE OF A FACILITY;

42 (b) A HEALTH-CARE PROVIDER WHO IS CONTRACTED WITH OR
43 OTHERWISE AUTHORIZED TO PROVIDE HEALTH-CARE SERVICES AT A

1 FACILITY; OR
2 (c) ANY OTHER INDIVIDUAL PERFORMING SERVICES AT A FACILITY.
3 (5) "HARASS" MEANS TO ENGAGE IN A COURSE OF VEXATIOUS
4 COMMENT OR CONDUCT AGAINST AN INDIVIDUAL THAT IS KNOWN OR
5 OUGHT REASONABLY TO BE KNOWN TO BE UNWELCOME.
6 (6) "INTIMIDATE" MEANS TO DIRECTLY OR INDIRECTLY INFLICT OR
7 THREATEN TO INFLICT ANY INJURY, DAMAGE, HARM, OR LOSS UPON AN
8 INDIVIDUAL.
9 (7) "MULTIDISCIPLINARY TEAM" OR "TEAM" MEANS A TEAM OF
10 FACILITY PERSONNEL, A MAJORITY OF THE MEMBERS OF WHICH PRIMARILY
11 PROVIDE DIRECT CARE OR SERVICES TO PATIENTS OR VISITORS OF THE
12 FACILITY.
13 (8) (a) "WORKPLACE VIOLENCE" MEANS:
14 (I) VERBAL, NONVERBAL, WRITTEN, OR PHYSICAL AGGRESSION;
15 (II) THREATENING, INTIMIDATING, HARASSING, OR HUMILIATING
16 WORDS OR ACTIONS;
17 (III) BULLYING;
18 (IV) SABOTAGE;
19 (V) SEXUAL HARASSMENT;
20 (VI) PHYSICAL ASSAULT; OR
21 (VII) OTHER BEHAVIOR OF CONCERN INVOLVING FACILITY
22 PERSONNEL, PATIENTS, OR VISITORS.
23 (b) "WORKPLACE VIOLENCE" INCLUDES:
24 (I) ANY ACT DESCRIBED IN SUBSECTION (8)(a) OF THIS SECTION
25 THAT OCCURS BETWEEN FACILITY PERSONNEL, INCLUDING WHEN THE
26 ALLEGED PERPETRATOR IS A SUPERIOR OR SUPERVISOR OF FACILITY
27 PERSONNEL; AND
28 (II) AN INCIDENT INVOLVING THE USE OF A DANGEROUS WEAPON,
29 REGARDLESS OF WHETHER FACILITY PERSONNEL ARE INJURED BY THE
30 WEAPON.
31 (c) "WORKPLACE VIOLENCE" DOES NOT INCLUDE AN ACT OF
32 SELF-ADVOCACY THAT IS WITHIN AN INDIVIDUAL'S LEGAL RIGHT TO
33 PURSUE, INCLUDING WHEN AN INDIVIDUAL THREATENS TO PURSUE LEGAL
34 ACTION OR TO FILE A GRIEVANCE OR COMPLAINT WITH A REGULATORY OR
35 ACCREDITATION BODY.
36 (9) "WORKPLACE VIOLENCE PREVENTION PROGRAM" OR
37 "PROGRAM" MEANS A PROGRAM OR PLAN DEVELOPED IN ACCORDANCE
38 WITH SECTION 25-3-903 TO PREVENT, MITIGATE, AND RESPOND TO ACTS OF
39 WORKPLACE VIOLENCE OR THREATS OF WORKPLACE VIOLENCE AT A
40 FACILITY.
41 **25-3-903. Workplace violence prevention program - contents**
42 **- training - annual review.** (1) (a) EACH FACILITY SHALL ESTABLISH A
43 WORKPLACE VIOLENCE PREVENTION PROGRAM THAT IS LED BY AN

1 INDIVIDUAL DESIGNATED BY THE FACILITY AND IS DEVELOPED BY A
2 MULTIDISCIPLINARY TEAM.

3 (b) A FACILITY'S WORKPLACE VIOLENCE PREVENTION PROGRAM
4 MUST:

5 (I) ESTABLISH WRITTEN POLICIES AND PROCEDURES TO PREVENT,
6 MITIGATE, AND RESPOND TO INCIDENTS OF WORKPLACE VIOLENCE, WHICH
7 POLICIES AND PROCEDURES MUST BE REVIEWED AND EVALUATED AT LEAST
8 ANNUALLY;

9 (II) ESTABLISH A STANDARDIZED AND STREAMLINED PROCESS FOR
10 FACILITY PERSONNEL, PATIENTS, AND VISITORS TO REPORT INCIDENTS OF
11 WORKPLACE VIOLENCE THAT:

12 (A) ALLOWS AT LEAST SEVEN DAYS TO COMPLETE AN INCIDENT
13 REPORT FILING;

14 (B) CONSISTENTLY PROVIDES ADMINISTRATIVE SUPPORT TO
15 FACILITY PERSONNEL TO ENSURE THEIR ABILITY TO RESPOND TO INTERNAL
16 AND EXTERNAL REQUIREMENTS FOR REPORTING WORKPLACE VIOLENCE;

17 (C) ENABLES FACILITY PERSONNEL, WHEN REPORTING AN INCIDENT
18 OF WORKPLACE VIOLENCE THROUGH THE FACILITY'S EXISTING
19 OCCURRENCE REPORTING SYSTEMS, TO REPORT THE INCIDENT WITHOUT
20 DISCLOSING A PATIENT'S, FACILITY PERSONNEL MEMBER'S, OR
21 VOLUNTEER'S PERSONALLY IDENTIFIABLE INFORMATION; AND

22 (D) ALLOWS FOR THE ANALYSIS OF WORKPLACE VIOLENCE
23 INCIDENTS AND TRENDS;

24 (III) INCLUDE A PROCESS TO FOLLOW UP WITH AND SUPPORT
25 FACILITY PERSONNEL AND WITNESSES AFFECTED BY AN INCIDENT OF
26 WORKPLACE VIOLENCE, INCLUDING TRAUMA AND PSYCHOLOGICAL
27 COUNSELING, IF NECESSARY; AND

28 (IV) REQUIRE REPORTING OF WORKPLACE VIOLENCE INCIDENTS
29 AND UPDATES TO THE WORKPLACE VIOLENCE PREVENTION PROGRAM TO
30 THE FACILITY'S GOVERNING BODY.

31 (2) (a) THE MULTIDISCIPLINARY TEAM THAT LEADS A FACILITY'S
32 WORKPLACE VIOLENCE PREVENTION PROGRAM SHALL CONDUCT AN
33 ANNUAL WORKSITE ANALYSIS TO DETERMINE WHETHER THERE ARE
34 WORKPLACE VIOLENCE SAFETY AND SECURITY RISKS AT THE FACILITY. A
35 FACILITY SHALL TAKE ACTIONS TO MITIGATE OR RESOLVE WORKPLACE
36 VIOLENCE SAFETY AND SECURITY RISKS BASED ON FINDINGS FROM THE
37 ANALYSIS AND AS REFLECTED IN THE PROGRAM.

38 (b) THE ANALYSIS CONDUCTED PURSUANT TO THIS SUBSECTION (2)
39 MUST:

40 (I) BE BASED ON INDIVIDUAL PRACTICE SETTINGS, INCLUDING
41 SPECIFIC ATTRIBUTES OF A PRACTICE SETTING; AND

42 (II) ANALYZE STAFFING, INCLUDING INDIVIDUAL STAFFING
43 PATTERNS AND PATIENT CLASSIFICATIONS, EMERGENCY RESPONSE
44 PROTOCOLS, SECURITY PERSONNEL AVAILABILITY, AND SECURITY RISKS

1 ASSOCIATED WITH SPECIFIC UNITS OR PROGRAMS IN A FACILITY.

2 (3) (a) A FACILITY'S MULTIDISCIPLINARY TEAM SHALL ESTABLISH
3 A PROCESS FOR CONTINUALLY MONITORING FOR, INTERNAL REPORTING OF,
4 AND INVESTIGATING INCIDENTS OF WORKPLACE VIOLENCE INVOLVING
5 PATIENTS, FACILITY PERSONNEL, OR OTHERS WITHIN THE FACILITY.

6 (b) AS PART OF THE PROCESS ESTABLISHED PURSUANT TO THIS
7 SUBSECTION (3), THE TEAM SHALL CONDUCT QUARTERLY REVIEWS OF
8 INCIDENTS OF WORKPLACE VIOLENCE THAT OCCURRED AT THE FACILITY IN
9 THE IMMEDIATELY PRECEDING QUARTER AND DOCUMENT ANY UPDATES TO
10 THE WORKPLACE VIOLENCE PREVENTION PROGRAM THAT RESULT FROM
11 THE REVIEW. THE TEAM SHALL ACCEPT ANY INFORMATION ON INCIDENTS
12 OF WORKPLACE VIOLENCE AT THE FACILITY FROM FACILITY PERSONNEL,
13 PATIENTS, OR OTHERS.

14 (4) (a) AS PART OF ITS WORKPLACE VIOLENCE PREVENTION
15 PROGRAM, A FACILITY SHALL PROVIDE ANNUAL TRAINING, EDUCATION,
16 AND RESOURCES TO FACILITY LEADERSHIP, INCLUDING THE MEMBERS OF
17 THE GOVERNING BOARD, AND FACILITY PERSONNEL. IN ADDITION TO
18 PROVIDING THE TRAINING, EDUCATION, AND RESOURCES ANNUALLY, THE
19 FACILITY SHALL PROVIDE TRAINING, EDUCATION, AND RESOURCES:

20 (I) WITHIN NINETY DAYS AFTER ANY CHANGES OR UPDATES ARE
21 MADE REGARDING THE WORKPLACE VIOLENCE PREVENTION PROGRAM;
22 AND

23 (II) (A) FOR FACILITY PERSONNEL, WHEN INITIALLY HIRED,
24 CONTRACTED, OR AUTHORIZED TO PROVIDE HEALTH-CARE OR OTHER
25 SERVICES AT THE FACILITY; AND

26 (B) FOR MEMBERS OF FACILITY LEADERSHIP AND OF THE
27 GOVERNING BOARD, WHEN THE MEMBER IS APPOINTED TO THE LEADERSHIP
28 OR GOVERNING BOARD POSITION.

29 (b) A FACILITY'S TEAM SHALL DETERMINE THE ASPECTS OF
30 TRAINING THAT ARE APPROPRIATE FOR INDIVIDUALS BASED ON THEIR
31 ROLES, RESPONSIBILITIES, AND PRACTICE SETTING.

32 (c) THE TRAINING, EDUCATION, AND RESOURCES MUST ADDRESS
33 PREVENTION OF, RECOGNITION OF, RESPONSE TO, RECOVERY FROM, AND
34 REPORTING OF WORKPLACE VIOLENCE AS FOLLOWS:

35 (I) AN EXPLANATION OF WHAT CONSTITUTES WORKPLACE
36 VIOLENCE AND AN OVERVIEW OF THE FACILITY'S WORKPLACE VIOLENCE
37 PREVENTION PROGRAM;

38 (II) EDUCATION ON THE ROLES AND RESPONSIBILITIES OF FACILITY
39 LEADERSHIP, CLINICAL STAFF, SECURITY PERSONNEL, AND EXTERNAL LAW
40 ENFORCEMENT;

41 (III) TRAINING IN DE-ESCALATION, NONPHYSICAL INTERVENTION
42 SKILLS, PHYSICAL INTERVENTION TECHNIQUES, AND RESPONSE TO
43 EMERGENCY INCIDENTS;

44 (IV) THE PROCESS FOR REPORTING INCIDENTS OF WORKPLACE

1 VIOLENCE; AND
2 (V) TRAINING IN VIOLENCE PREDICTING BEHAVIORS AND
3 INFORMATION ON HOW TO INTERACT WITH PATIENTS WITH SPECIFIC
4 HEALTH CONDITIONS, TRAUMA-INFORMED CARE, AND STRATEGIES TO
5 PREVENT HARM.

6 (d) THE TRAINING MUST ALSO INCLUDE:

7 (I) INFORMATION ABOUT RIGHTS AND RESPONSIBILITIES UNDER THE
8 "WORKERS' COMPENSATION ACT OF COLORADO", ARTICLES 40 TO 47 OF
9 TITLE 8, INCLUDING:

10 (A) THE REQUIREMENT FOR A FACILITY TO REPORT AN INJURY
11 SUSTAINED DURING THE COURSE AND SCOPE OF EMPLOYMENT TO THE
12 DIVISION OF WORKERS' COMPENSATION IN THE DEPARTMENT OF LABOR
13 AND EMPLOYMENT AND THE TIME BY WHICH A FACILITY MUST REPORT THE
14 INJURY;

15 (B) THE TIME FRAME WITHIN WHICH AND THE FORM IN WHICH
16 FACILITY PERSONNEL MUST REPORT AN INJURY TO THE FACILITY, THE
17 CONSEQUENCES FOR FAILING TO REPORT AN INJURY WITHIN THE SPECIFIED
18 TIME FRAME, AND THE STATUTE OF LIMITATIONS FOR FILING A CLAIM FOR
19 BENEFITS;

20 (C) INFORMATION ABOUT HOW AND WHERE TO FILE A CLAIM FOR
21 BENEFITS, INCLUDING THE ABILITY TO FILE A CLAIM DIRECTLY WITH THE
22 DIVISION OF WORKERS' COMPENSATION;

23 (D) INFORMATION ABOUT THE ABILITY OF FACILITY PERSONNEL TO
24 CHOOSE A MEDICAL OR BEHAVIORAL HEALTH PROVIDER WHEN RECEIVING
25 SERVICES; AND

26 (E) INFORMATION ABOUT ELIGIBILITY FOR BENEFITS, INCLUDING
27 THAT FACILITY PERSONNEL PROVIDING SERVICES UNDER A CONTRACT
28 WITH A FACILITY MAY BE ELIGIBLE FOR COVERAGE UNDER THE FACILITY'S
29 WORKERS' COMPENSATION INSURANCE; AND

30 (II) INFORMATION ABOUT RIGHTS AND RESPONSIBILITIES UNDER
31 THE "PAID FAMILY AND MEDICAL LEAVE INSURANCE ACT", PART 5 OF
32 ARTICLE 13.3 OF TITLE 8, INCLUDING INFORMATION ABOUT ELIGIBILITY
33 FOR LEAVE AND BENEFITS UNDER THE ACT.

34 (5) A FACILITY SHALL MAKE WORKPLACE VIOLENCE POLICIES AND
35 PROCEDURES AVAILABLE TO FACILITY PERSONNEL.

36 **25-3-904. Responding to workplace violence incidents -**
37 **prohibited acts.** (1) EACH FACILITY SHALL HAVE AND USE A
38 STANDARDIZED APPROACH TO RESPONDING TO INCIDENTS OF WORKPLACE
39 VIOLENCE THAT IS BASED ON THE FOLLOWING PRINCIPLES:

40 (a) EACH INCIDENT OF WORKPLACE VIOLENCE MUST BE ADDRESSED
41 INDIVIDUALLY, TAKING INTO CONSIDERATION THE SPECIFIC
42 CIRCUMSTANCES OF THE INCIDENT;

43 (b) THE RESPONSE TO THE INCIDENT BY INDIVIDUALS IN

1 LEADERSHIP POSITIONS OR WHO ARE OTHERWISE AUTHORIZED TO RESPOND
2 ON BEHALF OF THE FACILITY MUST INCLUDE ENGAGEMENT WITH FACILITY
3 PERSONNEL WHO ARE IMPACTED BY AN INCIDENT OF WORKPLACE
4 VIOLENCE IN A MANNER THAT DEMONSTRATES THE FACILITY'S
5 COMMITMENT TO OPEN AND AUTHENTIC COMMUNICATION, TO
6 INTENTIONAL COLLABORATION IN DETERMINING A MEANINGFUL RESPONSE
7 TO THE INCIDENT AND ITS EFFECTS ON THE WORKPLACE AND FACILITY
8 PERSONNEL, AND TO ASCERTAINING APPROPRIATE STAFFING
9 ALTERNATIVES FOR FACILITY PERSONNEL IMPACTED BY THE INCIDENT;

10 (c) FACILITY PERSONNEL MUST BE SUPPORTED IN OBTAINING ANY
11 MENTAL HEALTH AND HEALTH-CARE SERVICES NEEDED TO RECOVER FROM
12 AN INCIDENT OF WORKPLACE VIOLENCE, WHICH MAY INCLUDE PAID TIME
13 OFF, PEER SUPPORT, CARE COORDINATION, AND TIME AND SPACE TO MAKE
14 DECISIONS ABOUT AVAILABLE OPTIONS FOR THE INDIVIDUAL MEMBER OF
15 FACILITY PERSONNEL; AND

16 (d) THE FACILITY MUST ADJUST PATIENT CARE ASSIGNMENTS TO
17 THE EXTENT PRACTICABLE IN ORDER TO PREVENT A MEMBER OF FACILITY
18 PERSONNEL FROM TREATING OR PROVIDING SERVICES TO A PATIENT WHO
19 HAS INTENTIONALLY PHYSICALLY ABUSED OR THREATENED THE MEMBER
20 OF FACILITY PERSONNEL.

21 (2) A FACILITY SHALL NOT DISCOURAGE FACILITY PERSONNEL
22 FROM EXERCISING THEIR RIGHT TO CONTACT OR FILE A REPORT WITH LAW
23 ENFORCEMENT OR ANY REGULATORY BODY REGARDING AN INCIDENT OF
24 WORKPLACE VIOLENCE.

25 (3) A PERSON SHALL NOT DISCIPLINE, INCLUDING BY SUSPENSION
26 OR TERMINATION OF EMPLOYMENT, DISCRIMINATE AGAINST, OR RETALIATE
27 AGAINST ANOTHER PERSON WHO:

28 (a) IN GOOD FAITH REPORTS AN INCIDENT OF WORKPLACE
29 VIOLENCE;

30 (b) ADVISES A MEMBER OF FACILITY PERSONNEL OF THE MEMBER'S
31 RIGHT TO REPORT AN INCIDENT OF WORKPLACE VIOLENCE; OR

32 (c) CHOOSES TO NOT REPORT AN INCIDENT OF WORKPLACE
33 VIOLENCE TO LAW ENFORCEMENT.

34 **25-3-905. Reporting.** (1) BY JULY 1, 2025, AND BY EACH JULY 1
35 THEREAFTER, EACH FACILITY SHALL SUBMIT AN ANNUAL REPORT OF
36 WORKPLACE VIOLENCE INCIDENTS TO THE DEPARTMENT IN A MANNER
37 DETERMINED BY THE DEPARTMENT. REPORTS MUST INCLUDE, AT A
38 MINIMUM:

39 (a) THE FACILITY AND LOCATION WITHIN THE FACILITY WHERE AN
40 INCIDENT OCCURRED;

41 (b) THE TYPE OF WORKPLACE VIOLENCE INCIDENT, SUCH AS
42 WHETHER IT WAS STAFF ON STAFF, PATIENT ON STAFF, OR OTHER
43 INDIVIDUAL AT THE FACILITY ON STAFF;

1 (c) THE NATURE OF THE WORKPLACE VIOLENCE INCIDENT, SUCH AS
2 SEXUAL, PHYSICAL, OR A THREAT, AND WHETHER THE INCIDENT RESULTED
3 IN BODILY INJURY OR OTHER PHYSICAL OR PSYCHOLOGICAL TRAUMA; AND
4 (d) THE STAFF-TO-PATIENT RATIO AT THE TIME OF THE INCIDENT.
5 (2) STARTING JANUARY 1, 2026, AND BY EACH JANUARY 1
6 THEREAFTER, THE DEPARTMENT SHALL PUBLISH A COMPREHENSIVE
7 REPORT ON INCIDENTS OF WORKPLACE VIOLENCE BY LICENSED FACILITY
8 TYPE AND TYPE OF INJURY. THE DEPARTMENT SHALL MAKE AVAILABLE TO
9 THE PUBLIC, UPON REQUEST, DISAGGREGATED INFORMATION SUBMITTED
10 BY FACILITIES PURSUANT TO SUBSECTION (1) OF THIS SECTION; EXCEPT
11 THAT THE DEPARTMENT SHALL NOT RELEASE INFORMATION IDENTIFYING
12 A SPECIFIC FACILITY BY NAME OR ANY IDENTIFIABLE INFORMATION ABOUT
13 INDIVIDUALS INVOLVED IN AN INCIDENT OF WORKPLACE VIOLENCE.
14 **SECTION 3.** In Colorado Revised Statutes, add 27-50-305 as
15 follows:
16 **27-50-305. Workplace violence prevention - program -**
17 **incident reports - definitions - short title - legislative declaration.**
18 (1) **Short title.** THE SHORT TITLE OF THIS SECTION IS THE "VIOLENCE
19 PREVENTION IN BEHAVIORAL HEALTH SETTINGS ACT".
20 (2) **Definitions.** AS USED IN THIS SECTION, UNLESS THE CONTEXT
21 OTHERWISE REQUIRES:
22 (a) "BEHAVIORAL HEALTH SERVICES" MEANS DIAGNOSTIC,
23 THERAPEUTIC, OR PSYCHOLOGICAL SERVICES FOR BEHAVIORAL HEALTH
24 CONDITIONS.
25 (b) "BULLYING" MEANS ANY WRITTEN OR ORAL EXPRESSION, OR
26 PHYSICAL OR ELECTRONIC ACT OR GESTURE, OR A PATTERN OF THAT
27 EXPRESSION, ACT, OR GESTURE, THAT IS INTENDED TO COERCE,
28 INTIMIDATE, OR CAUSE ANY PHYSICAL, MENTAL, OR EMOTIONAL HARM TO
29 AN INDIVIDUAL.
30 (c) "DANGEROUS WEAPON" MEANS:
31 (I) A FIREARM, AS DEFINED IN SECTION 18-1-901 (3)(h);
32 (II) A PELLET GUN, A BB GUN, OR OTHER DEVICE, WHETHER
33 OPERATIONAL OR NOT, DESIGNED TO PROPEL PROJECTILES BY SPRING
34 ACTION OR COMPRESSED AIR;
35 (III) A FIXED-BLADE KNIFE WITH A BLADE THAT EXCEEDS THREE
36 INCHES IN LENGTH;
37 (IV) A SPRING-LOADED KNIFE OR A POCKET KNIFE WITH A BLADE
38 EXCEEDING THREE AND ONE-HALF INCHES IN LENGTH; OR
39 (V) ANY OBJECT, DEVICE, INSTRUMENT, MATERIAL, OR
40 SUBSTANCE, WHETHER ANIMATE OR INANIMATE, THAT IS USED OR
41 INTENDED TO BE USED TO INFLICT DEATH OR SERIOUS BODILY INJURY.
42 (d) "FACILITY" MEANS A COMPREHENSIVE COMMUNITY
43 BEHAVIORAL HEALTH PROVIDER THAT IS A FACILITY.

1 (e) "FACILITY PERSONNEL" MEANS:
2 (I) AN EMPLOYEE OF A FACILITY;
3 (II) A LICENSED PROFESSIONAL BEHAVIORAL HEALTH PROVIDER
4 WHO IS CONTRACTED WITH OR OTHERWISE AUTHORIZED TO PROVIDE
5 BEHAVIORAL HEALTH SERVICES AT A FACILITY; OR
6 (III) ANY OTHER INDIVIDUAL PERFORMING SERVICES AT A
7 FACILITY.
8 (f) "HARASS" MEANS TO ENGAGE IN A COURSE OF VEXATIOUS
9 COMMENT OR CONDUCT AGAINST AN INDIVIDUAL THAT IS KNOWN OR
10 OUGHT REASONABLY TO BE KNOWN TO BE UNWELCOME.
11 (g) "INTIMIDATE" MEANS TO DIRECTLY OR INDIRECTLY INFLICT OR
12 THREATEN TO INFLICT ANY INJURY, DAMAGE, HARM, OR LOSS UPON AN
13 INDIVIDUAL.
14 (h) "LICENSED PROFESSIONAL BEHAVIORAL HEALTH PROVIDER"
15 MEANS A BEHAVIORAL HEALTH PROVIDER WHO IS A LICENSED
16 PROFESSIONAL PROVIDING BEHAVIORAL HEALTH SERVICES.
17 (i) "MULTIDISCIPLINARY TEAM" OR "TEAM" MEANS A TEAM OF
18 FACILITY PERSONNEL, A MAJORITY OF THE MEMBERS OF WHICH PRIMARILY
19 PROVIDE DIRECT CARE OR SERVICES TO PATIENTS OR VISITORS OF THE
20 FACILITY.
21 (j) (I) "WORKPLACE VIOLENCE" MEANS:
22 (A) VERBAL, NONVERBAL, WRITTEN, OR PHYSICAL AGGRESSION;
23 (B) THREATENING, INTIMIDATING, HARASSING, OR HUMILIATING
24 WORDS OR ACTIONS;
25 (C) BULLYING;
26 (D) SABOTAGE;
27 (E) SEXUAL HARASSMENT;
28 (F) PHYSICAL ASSAULT; OR
29 (G) OTHER BEHAVIOR OF CONCERN INVOLVING FACILITY
30 PERSONNEL, PATIENTS, OR VISITORS.
31 (II) "WORKPLACE VIOLENCE" INCLUDES:
32 (A) ANY ACT DESCRIBED IN SUBSECTION (2)(j)(I) OF THIS SECTION
33 THAT OCCURS BETWEEN FACILITY PERSONNEL, INCLUDING WHEN THE
34 ALLEGED PERPETRATOR IS A SUPERIOR OR SUPERVISOR OF FACILITY
35 PERSONNEL; AND
36 (B) AN INCIDENT INVOLVING THE USE OF A DANGEROUS WEAPON,
37 REGARDLESS OF WHETHER FACILITY PERSONNEL ARE INJURED BY THE
38 WEAPON.
39 (III) "WORKPLACE VIOLENCE" DOES NOT INCLUDE AN ACT OF
40 SELF-ADVOCACY THAT IS WITHIN AN INDIVIDUAL'S LEGAL RIGHT TO
41 PURSUE, INCLUDING WHEN AN INDIVIDUAL THREATENS TO PURSUE LEGAL
42 ACTION OR TO FILE A GRIEVANCE OR COMPLAINT WITH A REGULATORY OR
43 ACCREDITATION BODY.
44 (k) "WORKPLACE VIOLENCE PREVENTION PROGRAM" OR

1 "PROGRAM" MEANS A PROGRAM OR PLAN DEVELOPED IN ACCORDANCE
2 WITH SUBSECTION (3) OF THIS SECTION TO PREVENT, MITIGATE, AND
3 RESPOND TO ACTS OF WORKPLACE VIOLENCE OR THREATS OF WORKPLACE
4 VIOLENCE AT A FACILITY.

5 (3) **Workplace violence prevention program.** (a) EACH
6 FACILITY SHALL ESTABLISH A WORKPLACE VIOLENCE PREVENTION
7 PROGRAM THAT IS LED BY AN INDIVIDUAL DESIGNATED BY THE FACILITY
8 AND IS DEVELOPED BY A MULTIDISCIPLINARY TEAM.

9 (b) A FACILITY'S WORKPLACE VIOLENCE PREVENTION PROGRAM
10 MUST:

11 (I) ESTABLISH WRITTEN POLICIES AND PROCEDURES TO PREVENT,
12 MITIGATE, AND RESPOND TO INCIDENTS OF WORKPLACE VIOLENCE, WHICH
13 POLICIES AND PROCEDURES MUST BE REVIEWED AND EVALUATED AT LEAST
14 ANNUALLY;

15 (II) ESTABLISH A STANDARDIZED AND STREAMLINED PROCESS FOR
16 FACILITY PERSONNEL, PATIENTS, AND VISITORS TO REPORT INCIDENTS OF
17 WORKPLACE VIOLENCE THAT:

18 (A) ALLOWS AT LEAST SEVEN DAYS TO COMPLETE AN INCIDENT
19 REPORT FILING;

20 (B) CONSISTENTLY PROVIDES ADMINISTRATIVE SUPPORT TO
21 FACILITY PERSONNEL TO ENSURE THEIR ABILITY TO RESPOND TO INTERNAL
22 AND EXTERNAL REQUIREMENTS FOR REPORTING WORKPLACE VIOLENCE;

23 (C) ENABLES FACILITY PERSONNEL, WHEN REPORTING AN INCIDENT
24 OF WORKPLACE VIOLENCE THROUGH THE FACILITY'S EXISTING
25 OCCURRENCE REPORTING SYSTEMS, TO REPORT THE INCIDENT WITHOUT
26 DISCLOSING A PATIENT'S, FACILITY PERSONNEL MEMBER'S, OR
27 VOLUNTEER'S PERSONALLY IDENTIFIABLE INFORMATION; AND

28 (D) ALLOWS FOR THE ANALYSIS OF WORKPLACE VIOLENCE
29 INCIDENTS AND TRENDS;

30 (III) INCLUDE A PROCESS TO FOLLOW UP WITH AND SUPPORT
31 FACILITY PERSONNEL AND WITNESSES AFFECTED BY AN INCIDENT OF
32 WORKPLACE VIOLENCE, INCLUDING TRAUMA AND PSYCHOLOGICAL
33 COUNSELING, IF NECESSARY; AND

34 (IV) REQUIRE REPORTING OF WORKPLACE VIOLENCE INCIDENTS
35 AND UPDATES TO THE WORKPLACE VIOLENCE PREVENTION PROGRAM TO
36 THE FACILITY'S GOVERNING BODY.

37 (4) **Annual worksite analysis.** (a) THE MULTIDISCIPLINARY TEAM
38 THAT LEADS A FACILITY'S WORKPLACE VIOLENCE PREVENTION PROGRAM
39 SHALL CONDUCT AN ANNUAL WORKSITE ANALYSIS TO DETERMINE
40 WHETHER THERE ARE WORKPLACE VIOLENCE SAFETY AND SECURITY RISKS
41 AT THE FACILITY. A FACILITY SHALL TAKE ACTIONS TO MITIGATE OR
42 RESOLVE WORKPLACE VIOLENCE SAFETY AND SECURITY RISKS BASED ON
43 FINDINGS FROM THE ANALYSIS AND AS REFLECTED IN THE PROGRAM.

1 (b) THE ANALYSIS CONDUCTED PURSUANT TO THIS SUBSECTION (4)
2 MUST:

3 (I) BE BASED ON INDIVIDUAL PRACTICE SETTINGS, INCLUDING
4 SPECIFIC ATTRIBUTES OF A PRACTICE SETTING; AND

5 (II) ANALYZE STAFFING, INCLUDING INDIVIDUAL STAFFING
6 PATTERNS AND PATIENT CLASSIFICATIONS, EMERGENCY RESPONSE
7 PROTOCOLS, SECURITY PERSONNEL AVAILABILITY, AND SECURITY RISKS
8 ASSOCIATED WITH SPECIFIC UNITS OR PROGRAMS IN A FACILITY.

9 (5) **Monitoring, reporting, and investigating incidents.** (a) A
10 FACILITY'S MULTIDISCIPLINARY TEAM SHALL ESTABLISH A PROCESS FOR
11 CONTINUALLY MONITORING FOR, INTERNAL REPORTING OF, AND
12 INVESTIGATING INCIDENTS OF WORKPLACE VIOLENCE INVOLVING
13 PATIENTS, FACILITY PERSONNEL, OR OTHERS WITHIN THE FACILITY.

14 (b) AS PART OF THE PROCESS ESTABLISHED PURSUANT TO THIS
15 SUBSECTION (5), THE TEAM SHALL CONDUCT QUARTERLY REVIEWS OF
16 INCIDENTS OF WORKPLACE VIOLENCE THAT OCCURRED AT THE FACILITY IN
17 THE IMMEDIATELY PRECEDING QUARTER AND DOCUMENT ANY UPDATES TO
18 THE WORKPLACE VIOLENCE PREVENTION PROGRAM THAT RESULT FROM
19 THE REVIEW. THE TEAM SHALL ACCEPT ANY INFORMATION ON INCIDENTS
20 OF WORKPLACE VIOLENCE AT THE FACILITY FROM FACILITY PERSONNEL,
21 PATIENTS, OR OTHERS.

22 (6) **Training, education, and resources.** (a) AS PART OF ITS
23 WORKPLACE VIOLENCE PREVENTION PROGRAM, A FACILITY SHALL PROVIDE
24 ANNUAL TRAINING, EDUCATION, AND RESOURCES TO FACILITY
25 LEADERSHIP, INCLUDING THE MEMBERS OF THE GOVERNING BOARD, AND
26 FACILITY PERSONNEL. IN ADDITION TO PROVIDING THE TRAINING,
27 EDUCATION, AND RESOURCES ANNUALLY, THE FACILITY SHALL PROVIDE
28 TRAINING, EDUCATION, AND RESOURCES:

29 (I) WITHIN NINETY DAYS AFTER ANY CHANGES OR UPDATES ARE
30 MADE REGARDING THE WORKPLACE VIOLENCE PREVENTION PROGRAM;
31 AND

32 (II) (A) FOR FACILITY PERSONNEL, WHEN INITIALLY HIRED,
33 CONTRACTED, OR AUTHORIZED TO PROVIDE HEALTH-CARE OR OTHER
34 SERVICES AT THE FACILITY; AND

35 (B) FOR MEMBERS OF FACILITY LEADERSHIP AND OF THE
36 GOVERNING BOARD, WHEN THE MEMBER IS APPOINTED TO THE LEADERSHIP
37 OR GOVERNING BOARD POSITION.

38 (b) A FACILITY'S TEAM SHALL DETERMINE THE ASPECTS OF
39 TRAINING THAT ARE APPROPRIATE FOR INDIVIDUALS BASED ON THEIR
40 ROLES, RESPONSIBILITIES, AND PRACTICE SETTING.

41 (c) THE TRAINING, EDUCATION, AND RESOURCES MUST ADDRESS
42 PREVENTION OF, RECOGNITION OF, RESPONSE TO, RECOVERY FROM, AND
43 REPORTING OF WORKPLACE VIOLENCE AS FOLLOWS:

1 (I) AN EXPLANATION OF WHAT CONSTITUTES WORKPLACE
2 VIOLENCE AND AN OVERVIEW OF THE FACILITY'S WORKPLACE VIOLENCE
3 PREVENTION PROGRAM;

4 (II) EDUCATION ON THE ROLES AND RESPONSIBILITIES OF FACILITY
5 LEADERSHIP, CLINICAL STAFF, SECURITY PERSONNEL, AND EXTERNAL LAW
6 ENFORCEMENT;

7 (III) TRAINING IN DE-ESCALATION, NONPHYSICAL INTERVENTION
8 SKILLS, PHYSICAL INTERVENTION TECHNIQUES, AND RESPONSE TO
9 EMERGENCY INCIDENTS;

10 (IV) THE PROCESS FOR REPORTING INCIDENTS OF WORKPLACE
11 VIOLENCE; AND

12 (V) TRAINING IN VIOLENCE PREDICTING BEHAVIORS AND
13 INFORMATION ON HOW TO INTERACT WITH PATIENTS WITH SPECIFIC
14 HEALTH CONDITIONS, TRAUMA-INFORMED CARE, AND STRATEGIES TO
15 PREVENT HARM.

16 (d) THE TRAINING MUST ALSO INCLUDE:

17 (I) INFORMATION ABOUT RIGHTS AND RESPONSIBILITIES UNDER THE
18 "WORKERS' COMPENSATION ACT OF COLORADO", ARTICLES 40 TO 47 OF
19 TITLE 8, INCLUDING:

20 (A) THE REQUIREMENT FOR A FACILITY TO REPORT AN INJURY
21 SUSTAINED DURING THE COURSE AND SCOPE OF EMPLOYMENT TO THE
22 DIVISION OF WORKERS' COMPENSATION IN THE DEPARTMENT OF LABOR
23 AND EMPLOYMENT AND THE TIME BY WHICH A FACILITY MUST REPORT THE
24 INJURY;

25 (B) THE TIME FRAME WITHIN WHICH AND THE FORM IN WHICH
26 FACILITY PERSONNEL MUST REPORT AN INJURY TO THE FACILITY, THE
27 CONSEQUENCES FOR FAILING TO REPORT AN INJURY WITHIN THE SPECIFIED
28 TIME FRAME, AND THE STATUTE OF LIMITATIONS FOR FILING A CLAIM FOR
29 BENEFITS;

30 (C) INFORMATION ABOUT HOW AND WHERE TO FILE A CLAIM FOR
31 BENEFITS, INCLUDING THE ABILITY TO FILE A CLAIM DIRECTLY WITH THE
32 DIVISION OF WORKERS' COMPENSATION;

33 (D) INFORMATION ABOUT THE ABILITY OF FACILITY PERSONNEL TO
34 CHOOSE A MEDICAL OR BEHAVIORAL HEALTH PROVIDER WHEN RECEIVING
35 SERVICES; AND

36 (E) INFORMATION ABOUT ELIGIBILITY FOR BENEFITS, INCLUDING
37 THAT FACILITY PERSONNEL PROVIDING SERVICES UNDER A CONTRACT
38 WITH A FACILITY MAY BE ELIGIBLE FOR COVERAGE UNDER THE FACILITY'S
39 WORKERS' COMPENSATION INSURANCE; AND

40 (II) INFORMATION ABOUT RIGHTS AND RESPONSIBILITIES UNDER
41 THE "PAID FAMILY AND MEDICAL LEAVE INSURANCE ACT", PART 5 OF
42 ARTICLE 13.3 OF TITLE 8, INCLUDING INFORMATION ABOUT ELIGIBILITY
43 FOR LEAVE AND BENEFITS UNDER THE ACT.

1 **(7) Availability of policies and procedures.** A FACILITY SHALL
2 MAKE WORKPLACE VIOLENCE POLICIES AND PROCEDURES AVAILABLE TO
3 FACILITY PERSONNEL.

4 **(8) Responding to workplace violence incidents.** EACH FACILITY
5 SHALL HAVE AND USE A STANDARDIZED APPROACH TO RESPONDING TO
6 INCIDENTS OF WORKPLACE VIOLENCE THAT IS BASED ON THE FOLLOWING
7 PRINCIPLES:

8 (a) EACH INCIDENT OF WORKPLACE VIOLENCE MUST BE ADDRESSED
9 INDIVIDUALLY, TAKING INTO CONSIDERATION THE SPECIFIC
10 CIRCUMSTANCES OF THE INCIDENT;

11 (b) THE RESPONSE TO THE INCIDENT BY INDIVIDUALS IN
12 LEADERSHIP POSITIONS OR WHO ARE OTHERWISE AUTHORIZED TO RESPOND
13 ON BEHALF OF THE FACILITY MUST INCLUDE ENGAGEMENT WITH FACILITY
14 PERSONNEL WHO ARE IMPACTED BY AN INCIDENT OF WORKPLACE
15 VIOLENCE IN A MANNER THAT DEMONSTRATES THE FACILITY'S
16 COMMITMENT TO OPEN AND AUTHENTIC COMMUNICATION, TO
17 INTENTIONAL COLLABORATION IN DETERMINING A MEANINGFUL RESPONSE
18 TO THE INCIDENT AND ITS EFFECTS ON THE WORKPLACE AND FACILITY
19 PERSONNEL, AND TO ASCERTAINING APPROPRIATE STAFFING
20 ALTERNATIVES FOR FACILITY PERSONNEL IMPACTED BY THE INCIDENT;

21 (c) FACILITY PERSONNEL MUST BE SUPPORTED IN OBTAINING ANY
22 MENTAL HEALTH AND HEALTH-CARE SERVICES NEEDED TO RECOVER FROM
23 AN INCIDENT OF WORKPLACE VIOLENCE, WHICH MAY INCLUDE PAID TIME
24 OFF, PEER SUPPORT, CARE COORDINATION, AND TIME AND SPACE TO MAKE
25 DECISIONS ABOUT AVAILABLE OPTIONS FOR THE INDIVIDUAL MEMBER OF
26 FACILITY PERSONNEL; AND

27 (d) THE FACILITY MUST ADJUST PATIENT CARE ASSIGNMENTS TO
28 THE EXTENT PRACTICABLE IN ORDER TO PREVENT A MEMBER OF FACILITY
29 PERSONNEL FROM TREATING OR PROVIDING SERVICES TO A PATIENT WHO
30 HAS INTENTIONALLY PHYSICALLY ABUSED OR THREATENED THE MEMBER
31 OF FACILITY PERSONNEL.

32 **(9) Prohibited acts.** (a) A FACILITY SHALL NOT DISCOURAGE
33 FACILITY PERSONNEL FROM EXERCISING THEIR RIGHT TO CONTACT OR FILE
34 A REPORT WITH LAW ENFORCEMENT OR ANY REGULATORY BODY
35 REGARDING AN INCIDENT OF WORKPLACE VIOLENCE.

36 (b) A PERSON SHALL NOT DISCIPLINE, INCLUDING BY SUSPENSION
37 OR TERMINATION OF EMPLOYMENT, DISCRIMINATE AGAINST, OR RETALIATE
38 AGAINST ANOTHER PERSON WHO:

39 (I) IN GOOD FAITH REPORTS AN INCIDENT OF WORKPLACE
40 VIOLENCE;

41 (II) ADVISES A MEMBER OF FACILITY PERSONNEL OF THE MEMBER'S
42 RIGHT TO REPORT AN INCIDENT OF WORKPLACE VIOLENCE; OR

43 (III) CHOOSES TO NOT REPORT AN INCIDENT OF WORKPLACE

1 VIOLENCE TO LAW ENFORCEMENT.

2 (10) **Reporting.** (a) BY JULY 1, 2025, AND BY EACH JULY 1
3 THEREAFTER, EACH FACILITY SHALL SUBMIT AN ANNUAL REPORT OF
4 WORKPLACE VIOLENCE INCIDENTS TO THE BHA IN A MANNER DETERMINED
5 BY THE BHA. REPORTS MUST INCLUDE, AT A MINIMUM:

6 (I) THE FACILITY AND LOCATION WITHIN THE FACILITY WHERE AN
7 INCIDENT OCCURRED;

8 (II) THE TYPE OF WORKPLACE VIOLENCE INCIDENT, SUCH AS
9 WHETHER IT WAS STAFF ON STAFF, PATIENT ON STAFF, OR OTHER
10 INDIVIDUAL AT THE FACILITY ON STAFF;

11 (III) THE NATURE OF THE WORKPLACE VIOLENCE INCIDENT, SUCH
12 AS SEXUAL, PHYSICAL, OR A THREAT, AND WHETHER THE INCIDENT
13 RESULTED IN BODILY INJURY OR OTHER PHYSICAL OR PSYCHOLOGICAL
14 TRAUMA; AND

15 (IV) THE STAFF-TO-PATIENT RATIO AT THE TIME OF THE INCIDENT.

16 (b) STARTING JANUARY 1, 2026, AND BY EACH JANUARY 1
17 THEREAFTER, AFTER REMOVING ANY PERSONALLY IDENTIFIABLE
18 INFORMATION, THE BHA SHALL EITHER:

19 (I) PUBLISH A COMPREHENSIVE REPORT ON INCIDENTS OF
20 WORKPLACE VIOLENCE BY FACILITY AND TYPE OF INJURY AND MAKE
21 AVAILABLE TO THE PUBLIC, UPON REQUEST, DISAGGREGATED
22 INFORMATION SUBMITTED BY FACILITIES PURSUANT TO SUBSECTION
23 (10)(a) OF THIS SECTION; EXCEPT THAT THE BHA SHALL NOT RELEASE
24 INFORMATION IDENTIFYING A SPECIFIC FACILITY BY NAME OR ANY
25 IDENTIFIABLE INFORMATION ABOUT INDIVIDUALS INVOLVED IN AN
26 INCIDENT OF WORKPLACE VIOLENCE; OR

27 (II) SEND THE FACILITY REPORTS TO THE DEPARTMENT OF PUBLIC
28 HEALTH AND ENVIRONMENT FOR INCLUSION IN THE COMPREHENSIVE
29 REPORT PUBLISHED IN ACCORDANCE WITH SECTION 25-3-905 (2).

30 (11) **Alternative compliance method.** A FACILITY THAT
31 COMPLIES WITH THE REQUIREMENTS OF AN ALTERNATIVE CREDENTIALING
32 OR LICENSING AGENCY THAT ARE SUBSTANTIALLY SIMILAR TO THE
33 REQUIREMENTS OF SUBSECTIONS (3) TO (7) OF THIS SECTION SHALL BE
34 DEEMED TO BE IN COMPLIANCE WITH SUBSECTIONS (3) TO (7) OF THIS
35 SECTION.

36 **SECTION 5. Act subject to petition - effective date.** This act
37 takes effect September 1, 2024; except that, if a referendum petition is
38 filed pursuant to section 1 (3) of article V of the state constitution against
39 this act or an item, section, or part of this act within the ninety-day period
40 after final adjournment of the general assembly, then the act, item,
41 section, or part will not take effect unless approved by the people at the
42 general election to be held in November 2024 and, in such case, will take

1 effect on the date of the official declaration of the vote thereon by the
2 governor.".

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