

Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 26-0003.01 Josh Schultz x5486

HOUSE BILL 26-1207

HOUSE SPONSORSHIP

Jackson,

SENATE SPONSORSHIP

(None),

House Committees

Business Affairs & Labor

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING EMPLOYER ACCOUNTABILITY THROUGH DISCLOSURE OF**
102 **DEMOGRAPHIC WORKFORCE DATA.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill requires a private entity conducting business in the state that employs 100 or more workers to include demographic workforce data collected through the United States equal employment opportunity commission's "Employer Information Report" in periodic reports to the secretary of state.

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

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 7-90-501, **amend** (1)
3 introductory portion; and **add** (1)(f) and (9) as follows:

4 **7-90-501. Periodic reports - definitions.**

5 (1) Each reporting entity shall deliver to the secretary of state, for
6 filing pursuant to part 3 of this ~~article~~ ARTICLE 90, a periodic report that
7 states the entity name of the reporting entity, the jurisdiction under the
8 law of which the reporting entity is formed, and:

9 (f) IF THE REPORTING ENTITY IS AN EMPLOYER, EEO-1 DATA.

10 (9) AS USED IN THIS SECTION:

11 (a) "EEO-1 DATA" MEANS DEMOGRAPHIC WORKFORCE DATA
12 COLLECTED THROUGH THE UNITED STATES EQUAL EMPLOYMENT
13 OPPORTUNITY COMMISSION'S "EMPLOYER INFORMATION REPORT",
14 FEDERAL FORM EEO-1, OR ANY SUCCESSOR FORM, THAT CATEGORIZES
15 EMPLOYEES BY RACE, ETHNICITY, GENDER, AND JOB CATEGORY.

16 (b) (I) "EMPLOYER" MEANS A PRIVATE SECTOR ENTITY
17 CONDUCTING BUSINESS IN THE STATE THAT EMPLOYS ONE HUNDRED OR
18 MORE WORKERS.

19 (II) "EMPLOYER" DOES NOT INCLUDE THE STATE, A LOCAL
20 GOVERNMENT, THE FEDERAL GOVERNMENT, A SCHOOL DISTRICT, A STATE
21 INSTITUTION OF HIGHER EDUCATION, OR A QUASI-GOVERNMENTAL ENTITY
22 OR POLITICAL SUBDIVISION OF THE STATE.

23 (c) "WORKER" MEANS EMPLOYEE AS DEFINED IN SECTION 8-4-101
24 (5).

25 **SECTION 2. Act subject to petition - effective date.** This act
26 takes effect July 1, 2027; except that, if a referendum petition is filed

1 pursuant to section 1 (3) of article V of the state constitution against this
2 act or an item, section, or part of this act within the ninety-day period
3 after final adjournment of the general assembly, then the act, item,
4 section, or part will not take effect unless approved by the people at the
5 general election to be held in November 2026 and, in such case, will take
6 effect July 1, 2027, or on the date of the official declaration of the vote
7 thereon by the governor, whichever is later.