

Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

LLS NO. 26-0003.01 Josh Schultz x5486

HOUSE BILL 26-1207

HOUSE SPONSORSHIP

Jackson and Bacon, Boesenecker, English, Froelich, Garcia, Lindsay, McCluskie, Nguyen, Rutinel, Story

SENATE SPONSORSHIP

Kipp and Danielson,

House Committees

Business Affairs & Labor
Appropriations

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.

HOUSE
3rd Reading Unamended
March 16, 2026

HOUSE
Amended 2nd Reading
March 13, 2026

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), (1.5), 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 (1.5) AN EMPLOYER SHALL PROVIDE THE EEO-1 DATA REQUIRED
11 BY SUBSECTION (1)(f) OF THIS SECTION IN THE EMPLOYER'S PERIODIC
12 REPORT TO THE SECRETARY OF STATE EVEN IF THE FEDERAL GOVERNMENT
13 REPEALS OR DISCONTINUES THE FEDERAL REQUIREMENT TO SUBMIT THE
14 EEO-1 DATA TO THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY
15 COMMISSION.

16 (9) AS USED IN THIS SECTION:

17 (a) "EEO-1 DATA" MEANS DEMOGRAPHIC WORKFORCE DATA
18 COLLECTED THROUGH THE UNITED STATES EQUAL EMPLOYMENT
19 OPPORTUNITY COMMISSION'S "EMPLOYER INFORMATION REPORT",
20 FEDERAL FORM EEO-1, AS THAT FORM EXISTED ON MARCH 1, 2026, THAT
21 CATEGORIZES EMPLOYEES BY RACE, ETHNICITY, GENDER, AND JOB
22 CATEGORY.

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

26 (II) "EMPLOYER" DOES NOT INCLUDE THE STATE, A LOCAL

1 GOVERNMENT, THE FEDERAL GOVERNMENT, A SCHOOL DISTRICT, A STATE
2 INSTITUTION OF HIGHER EDUCATION, OR A QUASI-GOVERNMENTAL ENTITY
3 OR POLITICAL SUBDIVISION OF THE STATE.

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

6 **SECTION 2. Act subject to petition - effective date.** This act
7 takes effect July 1, 2027; except that, if a referendum petition is filed
8 pursuant to section 1 (3) of article V of the state constitution against this
9 act or an item, section, or part of this act within the ninety-day period
10 after final adjournment of the general assembly, then the act, item,
11 section, or part will not take effect unless approved by the people at the
12 general election to be held in November 2026 and, in such case, will take
13 effect July 1, 2027, or on the date of the official declaration of the vote
14 thereon by the governor, whichever is later.