

Second Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

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**

Business, Labor, & Technology  
Appropriations

**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

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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) BEGINNING JULY 1, 2027, IF THE REPORTING ENTITY IS AN  
10 EMPLOYER, EEO-1 DATA.

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

17 (9) AS USED IN THIS SECTION:

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

24 (b) (I) "EMPLOYER" MEANS A PRIVATE SECTOR ENTITY  
25 CONDUCTING BUSINESS IN THE STATE THAT EMPLOYS ONE HUNDRED OR  
26 MORE WORKERS AND THAT, AS OF MARCH 1, 2026, IS REQUIRED TO SUBMIT

1 EEO-1 DATA TO THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY  
2 COMMISSION.

3 (II) "EMPLOYER" DOES NOT INCLUDE THE STATE, A LOCAL  
4 GOVERNMENT, THE FEDERAL GOVERNMENT, A SCHOOL DISTRICT, A STATE  
5 INSTITUTION OF HIGHER EDUCATION, OR A QUASI-GOVERNMENTAL ENTITY  
6 OR POLITICAL SUBDIVISION OF THE STATE.

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

9 **SECTION 2. Act subject to petition - effective date.** This act  
10 takes effect at 12:01 a.m. on the day following the expiration of the  
11 ninety-day period after final adjournment of the general assembly (August  
12 12, 2026, if adjournment sine die is on May 13, 2026); except that, if a  
13 referendum petition is filed pursuant to section 1 (3) of article V of the  
14 state constitution against this act or an item, section, or part of this act  
15 within such period, then the act, item, section, or part will not take effect  
16 unless approved by the people at the general election to be held in  
17 November 2026 and, in such case, will take effect on the date of the  
18 official declaration of the vote thereon by the governor.