

**Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

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, Benavidez, Coleman, Cutter, Lindstedt, Weissman

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, AND, IN CONNECTION**
103 **THEREWITH, MAKING AN APPROPRIATION.**

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.

SENATE
3rd Reading Unamended
May 5, 2026

SENATE
Amended 2nd Reading
May 4, 2026

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) 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. Appropriation.** (1) For the 2026-27 state fiscal
10 year, \$43,210 is appropriated to the department of state. This
11 appropriation is from the department of state cash fund created in section
12 24-21-104 (3)(b), C.R.S. To implement this act, the department may use
13 this appropriation as follows:

14 (a) \$18,930 for use by the business and licensing division for
15 personal services, which amount is based on an assumption that the
16 division will require an additional 0.5 FTE;

17 (b) \$5,250 for use by the business and licensing division for
18 operating expenses;

19 (c) \$16,640 for use by the information technology division for
20 personal services;

21 (d) \$2,390 for use by the information technology division for
22 operating expenses.

23 **SECTION 3. Act subject to petition - effective date.** This act
24 takes effect at 12:01 a.m. on the day following the expiration of the
25 ninety-day period after final adjournment of the general assembly (August
26 12, 2026, if adjournment sine die is on May 13, 2026); except that, if a
27 referendum petition is filed pursuant to section 1 (3) of article V of the

1 state constitution against this act or an item, section, or part of this act
2 within such period, then the act, item, section, or part will not take effect
3 unless approved by the people at the general election to be held in
4 November 2026 and, in such case, will take effect on the date of the
5 official declaration of the vote thereon by the governor.