

**First Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. 21-0253.01 Christy Chase x2008

**HOUSE BILL 21-1108**

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**HOUSE SPONSORSHIP**

**Esgar,**

**SENATE SPONSORSHIP**

**Moreno,**

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**House Committees**  
Judiciary

**Senate Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING UPDATES TO PROHIBITIONS AGAINST GENDER-BASED**  
102                    **DISCRIMINATION TO CLARIFY THE INDIVIDUALS WHO ARE**  
103                    **INCLUDED IN A PROTECTED CLASS.**

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**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 amends the definition of "sexual orientation" and adds definitions of the terms "gender expression" and "gender identity". The bill also adds the terms "gender expression" and "gender identity" to statutes prohibiting discrimination against members of a protected class, including statutes prohibiting discriminatory practices in the following

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

areas:

- Membership of the Colorado civil rights commission;
- Employment practices;
- Housing practices;
- Places of public accommodation;
- Publications that advertise places of public accommodation;
- Consumer credit transactions;
- Selection of patients by direct primary health care providers;
- Sales of cemetery plots;
- Membership in labor organizations;
- Colorado labor for public works projects;
- Issuance or renewal of automobile insurance policies;
- The provision of funeral services and crematory services;
- Eligibility for jury service;
- Issuance of licenses to practice law;
- The juvenile diversion program;
- Access to services for youth in foster care;
- Enrollment in a charter school, institute charter school, public school, or pilot school;
- Local school boards' written policies regarding employment, promotion, and dismissal;
- The assignment or transfer of a public school teacher;
- Leasing portions of the grounds of or improvements on the grounds of the Colorado state university - Pueblo and the Colorado school of mines;
- Enrollment or classification of students at private occupational schools;
- Training provided to peace officers concerning the prohibition against profiling;
- Criminal justice data collection;
- Employment in the state personnel system;
- The availability of services for the prevention and treatment of sexually transmitted infections;
- Membership of the health equity commission;
- The availability of family planning services;
- Requirements for managed care programs participating in the state medicaid program and the children's basic health plan;
- The treatment of and access to services by individuals in facilities providing substance use disorder treatment programs;
- Employment practices of county departments of human or social services involving the selection, retention, and

- promotion of employees;
- Practices of the Colorado housing and finance authority in making or committing to make a housing facility loan;
- The imposition of occupancy requirements on charitable property for which the owner is claiming an exemption from property taxes based on the charitable use of the property;
- The determination of whether expenses paid at or to a club that has a policy to restrict membership are tax deductible; and
- Practices of transportation network companies in providing services to the public.

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

2           **SECTION 1. Legislative declaration.** The general assembly  
 3 hereby finds, determines, and declares that nothing in this act is intended  
 4 to impede or otherwise limit the protections contained in section 4 of  
 5 article II of the state constitution concerning the free exercise and  
 6 enjoyment of religious profession and worship.

7           **SECTION 2.** In Colorado Revised Statutes, 24-34-301, **amend**  
 8 (5)(b) and (7); and **add** (3.3) and (3.5) as follows:

9           **24-34-301. Definitions.** As used in parts 3 to 8 of this article 34,  
 10 unless the context otherwise requires:

11           (3.3) "GENDER EXPRESSION" MEANS AN INDIVIDUAL'S WAY OF  
 12 REFLECTING AND EXPRESSING THE INDIVIDUAL'S GENDER TO THE OUTSIDE  
 13 WORLD, TYPICALLY DEMONSTRATED THROUGH APPEARANCE, DRESS, AND  
 14 BEHAVIOR.

15           (3.5) "GENDER IDENTITY" MEANS AN INDIVIDUAL'S INNATE SENSE  
 16 OF THE INDIVIDUAL'S OWN GENDER, WHICH MAY OR MAY NOT CORRESPOND  
 17 WITH THE INDIVIDUAL'S SEX ASSIGNED AT BIRTH.

18           (5) (b) For the purposes of part 5 of this ~~article~~ ARTICLE 34,  
 19 "person" does not include any private club not open to the public ~~which~~

1 THAT, as an incident to its primary purpose or purposes, provides lodgings  
2 that it owns or operates for other than a commercial purpose, unless ~~such~~  
3 THE club has the purpose of promoting discrimination in the matter of  
4 housing against any person because of disability, race, creed, color,  
5 religion, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
6 marital status, familial status, national origin, or ancestry.

7 (7) "Sexual orientation" means an individual's ~~orientation toward~~  
8 ~~heterosexuality, homosexuality, bisexuality, or transgender status or~~  
9 ~~another individual's perception thereof~~ IDENTITY IN RELATION TO THE  
10 GENDER OR GENDERS TO WHICH THE INDIVIDUAL IS SEXUALLY OR  
11 EMOTIONALLY ATTRACTED AND THE BEHAVIOR OR SOCIAL AFFILIATION  
12 THAT MAY RESULT FROM THE ATTRACTION.

13 **SECTION 3.** In Colorado Revised Statutes, 24-34-303, **amend**  
14 (1)(b)(II) introductory portion and (1)(b)(II)(A) as follows:

15 **24-34-303. Civil rights commission - membership.**

16 (1) (b) (II) In addition to the qualifications specified in subsection  
17 (1)(b)(I) of this section, the ~~members~~ MEMBERSHIP of the commission  
18 must at all times include:

19 (A) At least four members who are members of groups of people  
20 who have been or who might be discriminated against because of  
21 disability, race, creed, color, sex, sexual orientation, GENDER IDENTITY,  
22 GENDER EXPRESSION, national origin, ancestry, marital status, religion, or  
23 age; and

24 **SECTION 4.** In Colorado Revised Statutes, 24-34-402, **amend**  
25 (1) introductory portion, (1)(a), (1)(b), (1)(c), (1)(d), and (1)(f) as follows:

26 **24-34-402. Discriminatory or unfair employment practices -**  
27 **definition.** (1) It ~~shall be~~ IS a discriminatory or unfair employment

1 practice:

2 (a) For an employer to refuse to hire, to discharge, to promote or  
3 demote, to harass during the course of employment, or to discriminate in  
4 matters of compensation, terms, conditions, or privileges of employment  
5 against any ~~person~~ INDIVIDUAL otherwise qualified because of disability,  
6 race, creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
7 EXPRESSION, religion, age, national origin, or ancestry; but, with regard  
8 to a disability, it is not a discriminatory or an unfair employment practice  
9 for an employer to act as provided in this ~~paragraph (a)~~ SUBSECTION (1)(a)  
10 if there is no reasonable accommodation that the employer can make with  
11 regard to the disability, the disability actually disqualifies the ~~person~~  
12 INDIVIDUAL from the job, and the disability has a significant impact on the  
13 job. For purposes of this ~~paragraph (a)~~ SUBSECTION (1)(a), "harass" means  
14 to create a hostile work environment based upon an individual's race,  
15 national origin, sex, sexual orientation, GENDER IDENTITY, GENDER  
16 EXPRESSION, disability, age, or religion. Notwithstanding the provisions  
17 of this ~~paragraph (a)~~ SUBSECTION (1)(a), harassment is not an illegal act  
18 unless a complaint is filed with the appropriate authority at the  
19 complainant's workplace and ~~such~~ THE authority fails to initiate a  
20 reasonable investigation of a complaint and take prompt remedial action  
21 if appropriate.

22 (b) For an employment agency to refuse to list and properly  
23 classify for employment or to refer an individual for employment in a  
24 known available job for which ~~such~~ THE individual is otherwise qualified  
25 because of disability, race, creed, color, sex, sexual orientation, GENDER  
26 IDENTITY, GENDER EXPRESSION, religion, age, national origin, or ancestry  
27 or for an employment agency to comply with a request from an employer

1 for referral of applicants for employment if the request indicates either  
2 directly or indirectly that the employer discriminates in employment on  
3 account of disability, race, creed, color, sex, sexual orientation, GENDER  
4 IDENTITY, GENDER EXPRESSION, religion, age, national origin, or ancestry;  
5 but, with regard to a disability, it is not a discriminatory or an unfair  
6 employment practice for an employment agency to refuse to list and  
7 properly classify for employment or to refuse to refer an individual for  
8 employment in a known available job for which ~~such~~ THE individual is  
9 otherwise qualified if there is no reasonable accommodation that the  
10 employer can make with regard to the disability, the disability actually  
11 disqualifies the applicant from the job, and the disability has a significant  
12 impact on the job;

13 (c) For a labor organization to exclude any individual otherwise  
14 qualified from full membership rights in ~~such~~ THE labor organization, ~~or~~  
15 to expel ~~any such~~ AN individual from membership in ~~such~~ THE labor  
16 organization, or to otherwise discriminate against any of its members in  
17 the full enjoyment of work opportunity because of disability, race, creed,  
18 color, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
19 religion, age, national origin, or ancestry;

20 (d) For any employer, employment agency, or labor organization  
21 to print or circulate or cause to be printed or circulated any statement,  
22 advertisement, or publication, or to use any form of application for  
23 employment or membership, or to make any inquiry in connection with  
24 prospective employment or membership that expresses, either directly or  
25 indirectly, any limitation, specification, or discrimination as to disability,  
26 race, creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
27 EXPRESSION, religion, age, national origin, or ancestry or intent to make

1 any such limitation, specification, or discrimination, unless based upon  
2 a bona fide occupational qualification or required by and given to an  
3 agency of government for security reasons;

4 (f) For any employer, labor organization, joint apprenticeship  
5 committee, or vocational school providing, coordinating, or controlling  
6 apprenticeship programs or providing, coordinating, or controlling  
7 on-the-job training programs or other instruction, training, or retraining  
8 programs:

9 (I) To deny to or withhold from any qualified ~~person~~ INDIVIDUAL  
10 because of disability, race, creed, color, sex, sexual orientation, GENDER  
11 IDENTITY, GENDER EXPRESSION, religion, age, national origin, or ancestry  
12 the right to be admitted to or participate in an apprenticeship training  
13 program, an on-the-job training program, or any other occupational  
14 instruction, training, or retraining program; but, with regard to a  
15 disability, it is not a discriminatory or an unfair employment practice to  
16 deny or withhold the right to be admitted to or participate in any such  
17 program if there is no reasonable accommodation that can be made with  
18 regard to the disability, the disability actually disqualifies the ~~applicant~~  
19 INDIVIDUAL from the program, and the disability has a significant impact  
20 on participation in the program;

21 (II) To discriminate against any qualified ~~person~~ INDIVIDUAL in  
22 pursuit of such programs or to discriminate against such a ~~person~~ AN  
23 INDIVIDUAL in the terms, conditions, or privileges of such programs  
24 because of disability, race, creed, color, sex, sexual orientation, GENDER  
25 IDENTITY, GENDER EXPRESSION, religion, age, national origin, or ancestry;

26 (III) To print or circulate or cause to be printed or circulated any  
27 statement, advertisement, or publication, or to use any form of application

1 for such programs, or to make any inquiry in connection with such  
2 programs that expresses, directly or indirectly, any limitation,  
3 specification, or discrimination as to disability, race, creed, color, sex,  
4 sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, religion, age,  
5 national origin, or ancestry or any intent to make any such limitation,  
6 specification, or discrimination, unless based on a bona fide occupational  
7 qualification;

8 **SECTION 5.** In Colorado Revised Statutes, 24-34-501, **amend**  
9 (3) and (4) as follows:

10 **24-34-501. Definitions.** As used in this part 5, unless the context  
11 otherwise requires:

12 (3) "Person" has the meaning ascribed to such term in section  
13 24-34-301 (5) and includes any owner, lessee, proprietor, manager,  
14 employee, or any agent of a person; but, for purposes of this part 5,  
15 "person" does not include any private club not open to the public ~~which~~  
16 THAT, as an incident to its primary purpose or purposes, provides lodgings  
17 that it owns or operates for other than a commercial purpose, unless ~~such~~  
18 THE club has the purpose of promoting discrimination in the matter of  
19 housing against any person because of disability, race, creed, color,  
20 religion, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
21 marital status, familial status, national origin, or ancestry.

22 (4) "Restrictive covenant" means any specification limiting the  
23 transfer, rental, or lease of any housing because of disability, race, creed,  
24 color, religion, sex, sexual orientation, GENDER IDENTITY, GENDER  
25 EXPRESSION, marital status, familial status, national origin, or ancestry, or  
26 limiting the rental or lease of any housing because of source of income.

27 **SECTION 6.** In Colorado Revised Statutes, 24-34-502, **amend**



1 (1) introductory portion, (1)(a), (1)(b), (1)(d), (1)(g), (1)(h), (1)(i), (1)(j),  
2 and (6) as follows:

3 **24-34-502. Unfair housing practices prohibited - definitions.**

4 (1) It ~~shall be~~ IS an unfair housing practice, ~~and~~ unlawful, and ~~hereby~~  
5 prohibited:

6 (a) For any person to refuse to show, sell, transfer, rent, or lease  
7 ~~or to~~ ANY HOUSING; refuse to receive and transmit any bona fide offer to  
8 buy, sell, rent, or lease ANY HOUSING; or otherwise make unavailable or  
9 deny or withhold from ~~any person such~~ AN INDIVIDUAL ANY housing  
10 because of disability, race, creed, color, sex, sexual orientation, GENDER  
11 IDENTITY, GENDER EXPRESSION, marital status, familial status, religion,  
12 national origin, or ancestry; to discriminate against ~~any person~~ AN  
13 INDIVIDUAL because of disability, race, creed, color, sex, sexual  
14 orientation, GENDER IDENTITY, GENDER EXPRESSION, marital status,  
15 familial status, religion, national origin, or ancestry in the terms,  
16 conditions, or privileges pertaining to any housing or the transfer, sale,  
17 rental, or lease ~~thereof~~ OF HOUSING or in ~~the~~ furnishing ~~of~~ facilities or  
18 services in connection ~~therewith~~ WITH HOUSING; or to cause to be made  
19 any written or oral inquiry or record concerning the disability, race, creed,  
20 color, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
21 marital status, familial status, religion, national origin, or ancestry of a  
22 ~~person~~ AN INDIVIDUAL seeking to purchase, rent, or lease any housing;  
23 however, nothing in this ~~paragraph (a) shall be construed to require~~  
24 SUBSECTION (1)(a) REQUIRES a dwelling to be made available to an  
25 individual whose tenancy would constitute a direct threat to the health or  
26 safety of other individuals or whose tenancy would result in substantial  
27 physical damage to the property of others;

1           (b) For any person to whom application is made for financial  
2 assistance for the acquisition, construction, rehabilitation, repair, or  
3 maintenance of any housing to make or cause to be made any written or  
4 oral inquiry concerning the disability, race, creed, color, sex, sexual  
5 orientation, GENDER IDENTITY, GENDER EXPRESSION, marital status,  
6 familial status, religion, national origin, or ancestry of ~~a person~~ AN  
7 INDIVIDUAL seeking ~~such~~ financial assistance or concerning the disability,  
8 race, creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
9 EXPRESSION, marital status, familial status, religion, national origin, or  
10 ancestry of prospective occupants or tenants of ~~such~~ THE housing, or to  
11 discriminate against any ~~person~~ INDIVIDUAL because of the disability,  
12 race, creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
13 EXPRESSION, marital status, familial status, religion, national origin, or  
14 ancestry of ~~such person~~ THE INDIVIDUAL or prospective occupants or  
15 tenants in the terms, conditions, or privileges relating to ~~the~~ obtaining or  
16 ~~use of~~ USING any such financial assistance;

17           (d) For any person to make, print, or publish or cause to be made,  
18 printed, or published any notice or advertisement relating to the sale,  
19 transfer, rental, or lease of any housing that indicates any preference,  
20 limitation, specification, or discrimination based on disability, race, creed,  
21 color, religion, sex, sexual orientation, GENDER IDENTITY, GENDER  
22 EXPRESSION, marital status, familial status, national origin, or ancestry;

23           (g) For any person whose business includes residential real  
24 estate-related transactions, which transactions involve ~~the~~ making or  
25 purchasing ~~of~~ loans secured by residential real estate or ~~the provisions of~~  
26 PROVIDING other financial assistance for purchasing, constructing,  
27 improving, repairing, or maintaining a dwelling or ~~the~~ selling, brokering,

1 or appraising ~~of~~ residential real property, to discriminate against ~~any~~  
2 ~~person~~ AN INDIVIDUAL in making available such a transaction or in fixing  
3 the terms or conditions of such a transaction because of race, creed, color,  
4 religion, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
5 marital status, disability, familial status, ~~or~~ national origin, or ancestry;

6 (h) For any person to deny ~~another person~~ AN INDIVIDUAL access  
7 to or membership or participation in any multiple-listing service, real  
8 estate brokers' organization, or other service, organization, or facility  
9 related to the business of selling or renting dwellings or to discriminate  
10 against ~~such person~~ THE INDIVIDUAL in the terms or conditions of such  
11 access, membership, or participation on account of race, creed, color,  
12 religion, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
13 disability, marital status, familial status, national origin or ancestry, or  
14 source of income;

15 (i) For any person, for profit, to induce or attempt to induce any  
16 person to sell or rent any dwelling by representations regarding the entry  
17 or prospective entry into the neighborhood of ~~a person or persons~~ ANY  
18 INDIVIDUAL of a particular race, color, religion, sex, sexual orientation,  
19 GENDER IDENTITY, GENDER EXPRESSION, disability, familial status, creed,  
20 national origin, or ancestry;

21 (j) For any person to represent to any other person that ~~any~~ A  
22 dwelling is not available for inspection, sale, or rental, when ~~such~~ THE  
23 dwelling is in fact available, for the purpose of discriminating against  
24 ~~another person~~ ANY INDIVIDUAL on the basis of race, color, religion, sex,  
25 sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, disability,  
26 familial status, creed, national origin, or ancestry;

27 (6) Nothing in this part 5 ~~shall prohibit~~ PROHIBITS a person

1 engaged in the business of furnishing appraisals of real property from  
2 taking into consideration factors other than race, creed, color, religion,  
3 sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, marital  
4 status, familial status, disability, religion, national origin, or ancestry.

5 **SECTION 7.** In Colorado Revised Statutes, 24-34-601, **amend**  
6 (2)(a) as follows:

7 **24-34-601. Discrimination in places of public accommodation**  
8 **- definition.** (2) (a) It is a discriminatory practice and unlawful for a  
9 person, directly or indirectly, to refuse, withhold from, or deny to an  
10 individual or a group, because of disability, race, creed, color, sex, sexual  
11 orientation, GENDER IDENTITY, GENDER EXPRESSION, marital status,  
12 national origin, or ancestry, the full and equal enjoyment of the goods,  
13 services, facilities, privileges, advantages, or accommodations of a place  
14 of public accommodation or, directly or indirectly, to publish, circulate,  
15 issue, display, post, or mail any written, electronic, or printed  
16 communication, notice, or advertisement that indicates that the full and  
17 equal enjoyment of the goods, services, facilities, privileges, advantages,  
18 or accommodations of a place of public accommodation will be refused,  
19 withheld from, or denied an individual or that an individual's patronage  
20 or presence at a place of public accommodation is unwelcome,  
21 objectionable, unacceptable, or undesirable because of disability, race,  
22 creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
23 EXPRESSION, marital status, national origin, or ancestry.

24 **SECTION 8.** In Colorado Revised Statutes, **amend** 24-34-701 as  
25 follows:

26 **24-34-701. Publishing of discriminative matter forbidden.**  
27 (1) ~~No~~ A person ~~being~~ THAT IS the owner, lessee, proprietor, manager,

1 superintendent, agent, or employee of any place of public  
2 accommodation, resort, or amusement ~~directly or indirectly, by himself~~  
3 ~~or herself or through another person~~ shall NOT, DIRECTLY OR INDIRECTLY,  
4 publish, issue, circulate, send, distribute, give away, or display in any  
5 way, manner, or shape or by any means or method, except as provided in  
6 this section, any communication, paper, poster, folder, manuscript, book,  
7 pamphlet, writing, print, letter, notice, or advertisement of any kind,  
8 nature, or description that:

9 (a) Is intended or calculated to discriminate or actually  
10 discriminates against any PERSON OR CLASS OF PERSONS ON ACCOUNT OF  
11 disability, race, creed, color, sex, sexual orientation, GENDER IDENTITY,  
12 GENDER EXPRESSION, marital status, national origin, or ancestry ~~or against~~  
13 ~~any of the members thereof~~ in the matter of furnishing or neglecting or  
14 refusing to furnish to them or any one of them any lodging, housing,  
15 schooling, or tuition or any accommodation, right, privilege, advantage,  
16 or convenience offered to or enjoyed by the general public; ~~or which~~

17 (b) States that any of the accommodations, rights, privileges,  
18 advantages, or conveniences of ~~any such~~ THE place of ~~public~~  
19 ~~accommodation, resort, or amusement~~ shall or will be refused, withheld  
20 from, or denied to any person or class of persons on account of disability,  
21 race, creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
22 EXPRESSION, marital status, national origin, or ancestry; or

23 (c) STATES that the patronage, custom, presence, frequenting,  
24 dwelling, staying, or lodging at ~~such~~ THE place by any person or class of  
25 persons belonging to or purporting to be of any particular disability, race,  
26 creed, color, sex, sexual orientation, GENDER IDENTITY, GENDER  
27 EXPRESSION, marital status, national origin, or ancestry is unwelcome or

1 objectionable or not acceptable, desired, or solicited.

2 **SECTION 9.** In Colorado Revised Statutes, 2-4-401, **amend** (3.5)  
3 and (13.5); and **add** (3.2) and (3.4) as follows:

4 **2-4-401. Definitions.** The following definitions apply to every  
5 statute, unless the context otherwise requires:

6 (3.2) "FELONY" INCLUDES A DRUG FELONY DESCRIBED IN ARTICLE  
7 18 OF TITLE 18.

8 (3.4) "GENDER EXPRESSION" MEANS AN INDIVIDUAL'S WAY OF  
9 REFLECTING AND EXPRESSING THE INDIVIDUAL'S GENDER TO THE OUTSIDE  
10 WORLD, TYPICALLY DEMONSTRATED THROUGH APPEARANCE, DRESS, AND  
11 BEHAVIOR.

12 ~~(3.5) "Felony" includes a drug felony described in article 18 of~~  
13 ~~title 18, C.R.S.~~ "GENDER IDENTITY" MEANS AN INDIVIDUAL'S INNATE  
14 SENSE OF THE INDIVIDUAL'S OWN GENDER, WHICH MAY OR MAY NOT  
15 CORRESPOND WITH THE INDIVIDUAL'S SEX ASSIGNED AT BIRTH.

16 (13.5) "Sexual orientation" means ~~a person's orientation toward~~  
17 ~~heterosexuality, homosexuality, bisexuality, or transgender status or~~  
18 ~~another person's perception thereof~~ AN INDIVIDUAL'S IDENTITY IN  
19 RELATION TO THE GENDER OR GENDERS TO WHICH THE INDIVIDUAL IS  
20 SEXUALLY OR EMOTIONALLY ATTRACTED AND THE BEHAVIOR OR SOCIAL  
21 AFFILIATION THAT MAY RESULT FROM THE ATTRACTION.

22 **SECTION 10.** In Colorado Revised Statutes, **amend** 5-3-210 as  
23 follows:

24 **5-3-210. Discrimination prohibited - exemption.** ~~No~~ A  
25 consumer credit transaction regulated by this code shall NOT be denied  
26 any person, nor shall terms and conditions be made more stringent, on the  
27 basis of discrimination, solely because of disability, race, creed, religion,

1 color, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
2 marital status, national origin, or ancestry. This section ~~shall~~ DOES not  
3 apply to any consumer credit transaction made or denied by a seller,  
4 lessor, or lender whose total original unpaid balances arising from  
5 consumer credit transactions for the previous calendar year are less than  
6 one million dollars.

7 **SECTION 11.** In Colorado Revised Statutes, 6-23-104, **amend**  
8 (1) as follows:

9 **6-23-104. Direct primary health care providers - prohibitions.**

10 (1) A direct primary health care provider may not discriminate in the  
11 selection of patients on the basis of age, citizenship status, color,  
12 disability, gender, ~~or~~ gender identity, GENDER EXPRESSION, genetic  
13 information, health status, national origin, race, religion, sex, sexual  
14 orientation, or any other protected class.

15 **SECTION 12.** In Colorado Revised Statutes, **amend** 6-24-110 as  
16 follows:

17 **6-24-110. Discrimination.** There shall be no limitation,  
18 restriction, or covenant based upon race, color, sex, sexual orientation,  
19 GENDER IDENTITY, GENDER EXPRESSION, marital status, disability, national  
20 origin, or ancestry on the size, placement, location, sale, or transfer of any  
21 cemetery grave space, niche, or crypt or in the interment of a deceased  
22 person.

23 **SECTION 13.** In Colorado Revised Statutes, 8-3-102, **amend**  
24 (1)(d) as follows:

25 **8-3-102. Legislative declaration.** (1) The public policy of the  
26 state as to employment relations and collective bargaining, in the  
27 furtherance of which this article 3 is enacted, is declared to be as follows:

1 (d) All rights of persons to join labor organizations or unions and  
2 their rights and privileges as members ~~thereof~~ OF LABOR ORGANIZATIONS  
3 OR UNIONS should be recognized, safeguarded, and protected. ~~No~~ A  
4 person shall NOT be denied membership in a labor organization or union  
5 on account of race, creed, color, religion, sex, sexual orientation, GENDER  
6 IDENTITY, GENDER EXPRESSION, marital status, disability, national origin,  
7 OR ancestry or by any unfair or unjust discrimination. A LABOR  
8 ORGANIZATION OR UNION SHALL NEITHER REQUIRE arbitrary or excessive  
9 initiation fees and dues ~~shall not be required~~, nor shall IMPOSE excessive,  
10 unwarranted, arbitrary, or oppressive fines, penalties, or forfeitures. ~~be~~  
11 ~~imposed~~. The members are entitled to full and detailed reports from their  
12 officers, agents, or representatives of all financial transactions and shall  
13 have the right to elect officers by secret ballot and to determine and vote  
14 upon the question of striking, not striking, and other questions of policy  
15 affecting the entire membership.

16 **SECTION 14.** In Colorado Revised Statutes, 8-17-101, **amend**  
17 (2)(a) as follows:

18 **8-17-101. Colorado labor employed on public works -**  
19 **definitions.** (2) As used in this article 17:

20 (a) "Colorado labor" means any person who is a resident of the  
21 state of Colorado, at the time of the public works project, without  
22 discrimination as to race, color, creed, sex, sexual orientation, GENDER  
23 IDENTITY, GENDER EXPRESSION, marital status, national origin, ancestry,  
24 age, or religion except when sex, GENDER, or age is a bona fide  
25 occupational qualification. A resident of the state of Colorado is a person  
26 who can provide a valid Colorado driver's license, a valid Colorado  
27 state-issued photo identification, or documentation that ~~he or she~~ THE



1 PERSON has resided in Colorado for the last thirty days.

2 **SECTION 15.** In Colorado Revised Statutes, 10-4-626, **amend**  
3 (1) as follows:

4 **10-4-626. Prohibited reasons for nonrenewal or refusal to**  
5 **write policy of automobile insurance applicable to this part 6.** (1) ~~No~~  
6 AN insurer authorized to transact or transacting business in this state shall  
7 NOT refuse to write or refuse to renew a policy of insurance affording the  
8 coverage required by ~~operation of~~ section 10-4-620 solely because of the  
9 age, race, creed, color, religion, sex, sexual orientation, GENDER  
10 IDENTITY, GENDER EXPRESSION, national origin, ancestry, residence,  
11 marital status, or lawful occupation, including the military service, of  
12 anyone who is or seeks to become insured or solely because another  
13 insurer has canceled a policy or refused to write or renew such policy.  
14 The commissioner shall administer and enforce this subsection (1).

15 **SECTION 16.** In Colorado Revised Statutes, 12-135-105, **amend**  
16 (1)(b) as follows:

17 **12-135-105. Unlawful acts.** (1) It is unlawful:  
18 (b) To discriminate because of race, creed, color, religion,  
19 disability, sex, sexual orientation, GENDER IDENTITY, GENDER  
20 EXPRESSION, marital status, national origin, or ancestry in the provision  
21 of funeral services;

22 **SECTION 17.** In Colorado Revised Statutes, 12-135-301, **amend**  
23 (1)(a) as follows:

24 **12-135-301. Unlawful acts.** (1) It is unlawful for a crematory:  
25 (a) To discriminate because of race, creed, color, religion, sex,  
26 marital status, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
27 or national origin in the provision of funeral services;

1           **SECTION 18.** In Colorado Revised Statutes, 13-71-104, **amend**  
2 (3)(a) as follows:

3           **13-71-104. Eligibility for juror service - prohibition of**  
4 **discrimination.** (3) (a) ~~No~~ A person shall NOT be exempted or excluded  
5 from serving as a trial JUROR or grand juror because of race, color,  
6 religion, sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION,  
7 marital status, national origin, ancestry, economic status, or occupation.

8           **SECTION 19.** In Colorado Revised Statutes, **amend** 13-93-102  
9 as follows:

10           **13-93-102. No discrimination - issuance of license.** ~~No~~ A person  
11 shall ~~be denied~~ NOT DENY AN INDIVIDUAL a license to practice on account  
12 of race, creed, color, religion, disability, age, sex, sexual orientation,  
13 GENDER IDENTITY, GENDER EXPRESSION, marital status, national origin, or  
14 ancestry.

15           **SECTION 20.** In Colorado Revised Statutes, 19-2-303, **amend**  
16 (4)(c)(III) as follows:

17           **19-2-303. Juvenile diversion program - authorized - report -**  
18 **legislative declaration - definitions.** (4) District attorneys' offices or  
19 their designees shall:

20           (c) Not deny diversion to a juvenile based on the juvenile's:

21           (III) Age, race or ethnicity, gender, GENDER IDENTITY, GENDER  
22 EXPRESSION, or sexual orientation; or

23           **SECTION 21.** In Colorado Revised Statutes, 19-7-101, **amend**  
24 (1)(t) as follows:

25           **19-7-101. Legislative declaration.** (1) The general assembly  
26 finds and declares that youth in foster care, excluding those in the custody  
27 of the division of youth services or a state hospital for persons with

1 mental health disorders, should enjoy the following:

2 (t) Having fair and equal access to available services, placement,  
3 care, treatment, and benefits based on ~~his or her~~ EACH YOUTH'S treatment  
4 plan and not being subjected to discrimination or harassment on the basis  
5 of actual or perceived race, ethnic group, national origin, religion, sex,  
6 sexual orientation, gender identity, GENDER EXPRESSION, mental or  
7 physical disability, or HIV status;

8 **SECTION 22.** In Colorado Revised Statutes, 22-30.5-104,  
9 **amend** (3)(a) as follows:

10 **22-30.5-104. Charter school - requirements - authority - rules**  
11 **- definitions.** (3) (a) A charter school is subject to all federal and state  
12 laws and constitutional provisions prohibiting discrimination on the basis  
13 of disability, race, creed, color, sex, sexual orientation, GENDERIDENTITY,  
14 GENDER EXPRESSION, national origin, religion, ancestry, or need for  
15 special education services. A charter school is subject to any  
16 court-ordered desegregation plan in effect for the chartering school  
17 district. Enrollment in a charter school must be open to any child who  
18 resides within the school district; except that a charter school is not  
19 required to make alterations in the structure of the facility used by the  
20 charter school or to make alterations to the arrangement or function of  
21 rooms within the facility, except as may be required by state or federal  
22 law. Enrollment decisions shall be made in a nondiscriminatory manner  
23 specified by the charter school applicant in the charter school application.

24 **SECTION 23.** In Colorado Revised Statutes, 22-30.5-507,  
25 **amend** (3)(a) as follows:

26 **22-30.5-507. Institute charter school - requirements -**  
27 **authority - rules - definitions.** (3) (a) An institute charter school is

1 subject to all federal and state laws and constitutional provisions  
2 prohibiting discrimination on the basis of disability, race, creed, color,  
3 sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, national  
4 origin, religion, ancestry, or need for special education services.  
5 Enrollment in an institute charter school must be open to any child who  
6 resides within the state; except that an institute charter school is not  
7 required to make alterations in the structure of the facility used by the  
8 institute charter school or to make alterations to the arrangement or  
9 function of rooms within the facility, except as may be required by state  
10 or federal law. Enrollment decisions shall be made in a nondiscriminatory  
11 manner specified by the applicant in the institute charter school  
12 application.

13 **SECTION 24.** In Colorado Revised Statutes, 22-32-109, **amend**  
14 (1)(II)(I)(A) as follows:

15 **22-32-109. Board of education - specific duties - definitions.**

16 (1) In addition to any other duty required to be performed by law, each  
17 board of education has the following specific duties:

18 (II) (I) To adopt written policies specifying that:

19 (A) The schools in the district are subject to all federal and state  
20 laws and constitutional provisions prohibiting discrimination on the basis  
21 of disability, race, creed, color, sex, sexual orientation, GENDER IDENTITY,  
22 GENDER EXPRESSION, national origin, religion, ancestry, or need for  
23 special education services;

24 **SECTION 25.** In Colorado Revised Statutes, 22-32-110, **amend**  
25 (1)(k)(I) as follows:

26 **22-32-110. Board of education - specific powers - definitions.**

27 (1) In addition to any other power granted to a board of education of a

1 school district by law, each board of education of a school district has the  
2 following specific powers, to be exercised in its judgment:

3 (k) (I) To adopt written policies, rules, and regulations, not  
4 inconsistent with law, that may relate to the efficiency, in-service training,  
5 professional growth, safety, official conduct, and welfare of the  
6 employees, or any classification thereof, of the district. The practices of  
7 employment, promotion, and dismissal shall be unaffected by the  
8 employee's religion, creed, color, sex, sexual orientation, GENDER  
9 IDENTITY, GENDER EXPRESSION, marital status, racial or ethnic  
10 background, national origin, ancestry, or participation in community  
11 affairs.

12 **SECTION 26.** In Colorado Revised Statutes, 22-38-104, **amend**  
13 (1)(d)(I) as follows:

14 **22-38-104. Pilot schools - requirements - authority -**  
15 **definitions.** (1) The state board may provide for the establishment and  
16 operation of not more than one full-time residential pilot school and not  
17 more than three year-round nonresidential pilot schools pursuant to the  
18 following provisions:

19 (d) (I) A pilot school is subject to all federal and state laws and  
20 constitutional provisions prohibiting discrimination on the basis of  
21 disability, race, creed, color, sex, sexual orientation, GENDER IDENTITY,  
22 GENDER EXPRESSION, national origin, religion, or ancestry. Enrollment  
23 decisions shall be made in a nondiscriminatory manner specified by the  
24 pilot school applicant in the pilot school application.

25 **SECTION 27.** In Colorado Revised Statutes, 22-63-206, **amend**  
26 (1)(a) as follows:

27 **22-63-206. Transfer - compensation - definitions.** (1) (a) A

1 teacher may be transferred upon the recommendation of the chief  
2 administrative officer of a school district from one school, position, or  
3 grade level to another within the school district, if the transfer does not  
4 result in the assignment of the teacher to a position of employment for  
5 which the teacher is not qualified by virtue of academic preparation and  
6 certification and if, during the then-current school year, the amount of  
7 salary of the teacher is not reduced except as otherwise provided in  
8 subsections (2) and (3) of this section. There shall be no discrimination  
9 shown toward any teacher in the assignment or transfer of that teacher to  
10 a school, position, or grade because of sex, sexual orientation, GENDER  
11 IDENTITY, GENDER EXPRESSION, marital status, race, creed, color, religion,  
12 national origin, ancestry, or membership or nonmembership in any group  
13 or organization.

14 **SECTION 28.** In Colorado Revised Statutes, 23-31.5-110,  
15 **amend** (1) as follows:

16 **23-31.5-110. Additional powers of board.** (1) The board of  
17 governors of the Colorado state university system has the power to lease  
18 portions of the grounds of the Colorado state university - Pueblo to  
19 private persons and corporations for the construction of dormitory, living,  
20 dining, or cottage buildings and to rent, lease, maintain, operate, and  
21 purchase ~~such~~ THOSE buildings at ~~such~~ THE university, all in the manner  
22 provided by and subject to the limitations contained in sections 23-56-105  
23 to 23-56-111; except that none of ~~such~~ THE grounds or improvements  
24 shall be used in any manner that discriminates against anyone because of  
25 race, creed, color, religion, national origin, ancestry, sex, ~~or~~ sexual  
26 orientation, GENDER IDENTITY, OR GENDER EXPRESSION.

27 **SECTION 29.** In Colorado Revised Statutes, 23-41-104, **amend**

1 (2) as follows:

2 **23-41-104. Control - management.** (2) The board of trustees ~~has~~  
3 ~~the power to~~ MAY lease, for terms not exceeding eighty years, real or  
4 personal property, or both, to state or federal governmental agencies,  
5 persons, or entities, public or private, for the construction, use, operation,  
6 maintenance, and improvement of research and development facilities,  
7 health and recreation facilities, dormitories, and living, dining, and group  
8 housing buildings and facilities or for any of such purposes and to buy  
9 land and construct buildings and facilities therefor. ~~None of~~ NEITHER the  
10 grounds so leased nor any of the improvements constructed ~~thereon~~ ON  
11 THE GROUNDS shall be used in any manner that discriminates against  
12 anyone because of race, creed, color, religion, national origin, ancestry,  
13 sex, ~~or~~ sexual orientation, GENDER IDENTITY, OR GENDER EXPRESSION.  
14 The board of trustees ~~has the power to~~ MAY borrow money in conjunction  
15 with ~~such~~ THE construction and leases and ~~to~~ assist in effecting any of  
16 ~~such~~ THOSE purposes. Any actions taken prior to May 27, 1965, by the  
17 board of trustees consistent with any power granted in this subsection (2)  
18 are ratified and validated.

19 **SECTION 30.** In Colorado Revised Statutes, 23-64-112, **amend**  
20 (1)(s) as follows:

21 **23-64-112. Minimum standards.** (1) In establishing the criteria  
22 required by section 23-64-108 (1)(a), (1)(b), and (1)(j), the board shall  
23 observe and require compliance with at least the following minimum  
24 standards for all schools:

25 (s) That the school shall not deny enrollment of a student or make  
26 any distinction or classification of students on account of race, color,  
27 creed, religion, national origin, ancestry, sex, sexual orientation, GENDER

1 IDENTITY, GENDER EXPRESSION, or marital status.

2 **SECTION 31.** In Colorado Revised Statutes, 24-31-309, **amend**  
3 (2) introductory portion as follows:

4 **24-31-309. Profiling - officer identification - training -**  
5 **definition.** (2) **Definition.** For purposes of this section, "profiling"  
6 means the practice of relying solely on race, ethnicity, gender, national  
7 origin, language, religion, sexual orientation, gender identity, GENDER  
8 EXPRESSION, age, or disability in:

9 **SECTION 32.** In Colorado Revised Statutes, 24-33.5-517,  
10 **amend** (1)(a) as follows:

11 **24-33.5-517. Criminal justice data collection - definitions -**  
12 **repeal.** (1) Any state or local law enforcement agency that employs a  
13 peace officer who is involved in an officer-involved shooting that results  
14 in a person suspected of criminal activity being shot at by the officer shall  
15 report the following information to the division, in a format specified by  
16 the division:

17 (a) If known, the age, gender, sexual orientation, GENDER  
18 IDENTITY, GENDER EXPRESSION, race, ethnicity, and medically  
19 documented physical or mental disability of the suspect;

20 **SECTION 33.** In Colorado Revised Statutes, 24-50-112.5,  
21 **amend** (1)(b)(I) as follows:

22 **24-50-112.5. Selection system - definitions.**  
23 (1) (b) (I) Appointments and promotions to positions shall be based on  
24 a fair and open comparative analysis of candidates based on objective  
25 criteria. Selections shall be made without regard to race, color, creed,  
26 religion, national origin, ancestry, age, sexual orientation, GENDER  
27 IDENTITY, GENDER EXPRESSION, marital status, or political affiliation and



1 without regard to sex or disability except as otherwise provided by law.

2 **SECTION 34.** In Colorado Revised Statutes, 25-4-401, **amend**  
3 (1)(b) as follows:

4 **25-4-401. Legislative declaration.** (1) The general assembly  
5 declares that:

6 (b) Coloradans have a right to receive accurate, confidential, and  
7 timely information to make informed decisions that promote their  
8 individual physical and mental health and well-being. This right applies  
9 to all Coloradans, regardless of geographic location, ethnic or racial  
10 background, income, ability, gender, gender identity, GENDER  
11 EXPRESSION, or sexual orientation.

12 **SECTION 35.** In Colorado Revised Statutes, **amend** 25-4-403 as  
13 follows:

14 **25-4-403. Eligibility - nondiscrimination.** Notwithstanding any  
15 other provision of this part 4 to the contrary, programs and services that  
16 provide for the investigation, identification, testing, preventive care, and  
17 treatment of sexually transmitted infections are available regardless of a  
18 person's actual or perceived race, creed, color, ancestry, national origin,  
19 religion, age, sex, sexual orientation, gender identity, GENDER  
20 EXPRESSION, mental or physical disability, familial status, marital status,  
21 or immigration status.

22 **SECTION 36.** In Colorado Revised Statutes, 25-4-2201, **amend**  
23 (1.5)(b) as follows:

24 **25-4-2201. Legislative declaration.** (1.5) The general assembly  
25 hereby determines and declares that:

26 (b) Vulnerable populations that are currently identified by race,  
27 ethnicity, sexual orientation, gender identity, GENDER EXPRESSION,

1 disability status, aging population, and socioeconomic status, among  
2 others, experience poorer health status outcomes; and

3 **SECTION 37.** In Colorado Revised Statutes, 25-4-2202, **amend**  
4 (3.5) as follows:

5 **25-4-2202. Definitions.** As used in this part 22, unless the context  
6 otherwise requires:

7 (3.5) "Health disparities" means differences in health status,  
8 access to care, and quality of care as determined by race, ethnicity, sexual  
9 orientation, gender identity, GENDER EXPRESSION, disability status, aging  
10 population, socioeconomic status, and other factors.

11 **SECTION 38.** In Colorado Revised Statutes, 25-4-2206, **amend**  
12 (2)(a)(III) introductory portion as follows:

13 **25-4-2206. Health equity commission - creation - repeal.**

14 (2) (a) The commission consists of the following fifteen members, who  
15 are as follows:

16 (III) The executive director of the department shall appoint ten  
17 members who represent, to the extent practical, Colorado's diverse ethnic,  
18 racial, sexual orientation, gender identity, GENDER EXPRESSION, disability,  
19 aging population, socioeconomic, and geographic backgrounds. Each  
20 person appointed to the commission must have demonstrated expertise in  
21 at least one, and preferably two, of the following areas:

22 **SECTION 39.** In Colorado Revised Statutes, 25-6-102, **amend**  
23 (1) as follows:

24 **25-6-102. Policy, authority, and prohibitions against**  
25 **restrictions.** (1) All medically acceptable contraceptive procedures,  
26 supplies, and information shall be readily and practicably available to  
27 each person desirous of the same regardless of sex, sexual orientation,

1 GENDER IDENTITY, GENDER EXPRESSION, race, color, creed, religion,  
2 disability, age, income, number of children, marital status, citizenship,  
3 national origin, ancestry, or motive.

4 **SECTION 40.** In Colorado Revised Statutes, 25.5-5-406.1,  
5 **amend** (1)(b) and (1)(l) as follows:

6 **25.5-5-406.1. Required features of statewide managed care**  
7 **system. (1) General features.** All medicaid managed care programs  
8 must contain the following general features, in addition to others that the  
9 federal government, state department, and state board consider necessary  
10 for the effective and cost-efficient operation of those programs:

11 (b) The MCE shall not discriminate against enrolled members on  
12 the basis of race, color, ethnic or national origin, ancestry, age, sex,  
13 gender, sexual orientation, gender identity, ~~and~~ GENDER expression,  
14 disability, religion, creed, or political beliefs, and shall not use any policy  
15 or practice that has the effect of discriminating on the basis of race, color,  
16 ethnic or national origin, ancestry, age, sex, gender, sexual orientation,  
17 gender identity, ~~and~~ GENDER expression, disability, religion, creed, or  
18 political beliefs;

19 (l) The MCE shall provide and facilitate the delivery of services  
20 in a culturally competent manner to all members, including those with  
21 limited English proficiency, diverse cultural and ethnic backgrounds, and  
22 disabilities, and regardless of gender, sexual orientation, ~~or~~ gender  
23 identity, OR GENDER EXPRESSION;

24 **SECTION 41.** In Colorado Revised Statutes, 25.5-8-110, **amend**  
25 (2) as follows:

26 **25.5-8-110. Participation by managed care plans.** (2) Managed  
27 care plans participating in the plan shall not discriminate against any

1 potential or current enrollee based upon health status, disability, sex,  
2 sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, marital status,  
3 race, creed, color, national origin, ancestry, ethnicity, or religion.

4 **SECTION 42.** In Colorado Revised Statutes, 26-1-120, **amend**  
5 (8.5) as follows:

6 **26-1-120. Merit system.** (8.5) The merit system provided by the  
7 counties ~~shall~~ MUST assure fair treatment of applicants and employees in  
8 all aspects of personnel administration without regard to race, creed,  
9 color, religion, age, disability, sex, sexual orientation, GENDER IDENTITY,  
10 GENDER EXPRESSION, marital status, national origin, or ancestry.

11 **SECTION 43.** In Colorado Revised Statutes, 27-81-114, **amend**  
12 (1)(d) as follows:

13 **27-81-114. Rights of persons receiving evaluation, care, or**  
14 **treatment.** (1) A facility shall immediately advise each person receiving  
15 evaluation, care, or treatment under any provision of this article 81, orally  
16 and in writing, that the person has and is afforded the following rights:

17 (d) To be treated fairly and to receive the same consideration and  
18 access to appropriate services as others, regardless of race, color, national  
19 origin, age, gender identity, GENDER EXPRESSION, sexual orientation,  
20 political affiliation, religious beliefs, financial status, or disability;

21 **SECTION 44.** In Colorado Revised Statutes, 29-4-717, **amend**  
22 (2)(a) as follows:

23 **29-4-717. Findings - percentage of low-income families**  
24 **required.** (2) Prior to the authority's making or committing to make any  
25 housing facility loan, the authority shall find:

26 (a) That, with respect to ~~such~~ THE housing facility, no restrictions  
27 are imposed as to sex, sexual orientation, GENDER IDENTITY, GENDER

1 EXPRESSION, race, creed, color, religion, ancestry, or national origin of  
2 occupants;

3 **SECTION 45.** In Colorado Revised Statutes, 39-3-112, **amend**  
4 (3) introductory portion and (3)(b)(IV) as follows:

5 **39-3-112. Definitions - residential property - orphanage -**  
6 **low-income elderly or individuals with disabilities - homeless or**  
7 **abused - low-income households - charitable purposes - exemption -**  
8 **limitations.** (3) In order for property to be exempt from the levy and  
9 collection of property tax pursuant to subsection (2) of this section, the  
10 administrator ~~shall be required to~~ MUST find, pursuant to section  
11 39-2-117, that:

12 (b) The residential structure is efficiently operated. Efficient  
13 operation is determined by the following factors:

14 (IV) That the owners and operators of ~~such~~ THE residential  
15 structure have no occupancy requirement that discriminates upon the  
16 basis of race, creed, color, religion, sex, sexual orientation, GENDER  
17 IDENTITY, GENDER EXPRESSION, marital status, national origin, or  
18 ancestry; however, if the owner or sponsoring organization is a religious  
19 denomination, said owners or operators may give preference to members  
20 of that denomination.

21 **SECTION 46.** In Colorado Revised Statutes, 39-22-104, **amend**  
22 (3)(e)(I) as follows:

23 **39-22-104. Income tax imposed on individuals, estates, and**  
24 **trusts - single rate - legislative declaration - definitions - repeal.**

25 (3) There shall be added to the federal taxable income:

26 (e) (I) Any expenses incurred by a taxpayer with respect to  
27 expenditures made at, or payments made to, a club licensed pursuant to

1 section 44-3-418 that has a policy to restrict membership on the basis of  
2 sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, marital  
3 status, race, creed, religion, color, ancestry, or national origin. Any such  
4 club shall provide on each receipt furnished to a taxpayer a printed  
5 statement as follows:

6 The expenditures covered by this receipt are  
7 nondeductible for state income tax purposes.

8 **SECTION 47.** In Colorado Revised Statutes, 39-22-304, **amend**  
9 (2)(e)(I) as follows:

10 **39-22-304. Net income of corporation - legislative declaration**  
11 **- definitions - repeal.** (2) There shall be added to federal taxable income:

12 (e) (I) Any expenses incurred by a taxpayer with respect to  
13 expenditures made at, or payments made to, a club licensed pursuant to  
14 section 44-3-418 that has a policy to restrict membership on the basis of  
15 sex, sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, marital  
16 status, race, creed, religion, color, ancestry, or national origin. Any such  
17 club shall provide on each receipt furnished to a taxpayer a printed  
18 statement as follows:

19 The expenditures covered by this receipt are  
20 nondeductible for state income tax purposes.

21 **SECTION 48.** In Colorado Revised Statutes, 40-10.1-605,  
22 **amend** (6)(a) introductory portion as follows:

23 **40-10.1-605. Operational requirements.** (6) (a) A transportation  
24 network company shall provide services to the public in a  
25 nondiscriminatory manner, regardless of: Geographic location of the  
26 departure point or destination once the driver and rider have been  
27 matched through the digital network; race; ethnicity; gender; sexual

1 orientation, as defined in section 2-4-401 (13.5); ~~C.R.S.~~; gender identity,  
2 AS DEFINED IN SECTION 2-4-401 (3.5); GENDER EXPRESSION, AS DEFINED  
3 IN SECTION 2-4-401 (3.4); or disability that could prevent customers from  
4 accessing transportation. A driver shall not refuse to transport a passenger  
5 unless:

6 **SECTION 49.** In Colorado Revised Statutes, 44-3-418, **amend**  
7 (3)(b) as follows:

8 **44-3-418. Club license - legislative declaration.** (3) (b) Any  
9 club licensee that has a policy to restrict membership on the basis of sex,  
10 sexual orientation, GENDER IDENTITY, GENDER EXPRESSION, marital status,  
11 race, creed, religion, color, ancestry, or national origin shall, when issuing  
12 a receipt for expenses ~~which~~ THAT may otherwise be used by taxpayers  
13 for deduction purposes pursuant to section 162 (a) of the federal "Internal  
14 Revenue Code of 1986", as amended, for purposes of determining taxes  
15 owed pursuant to article 22 of title 39, incorporate a printed statement on  
16 the receipt as follows:

17 The expenditures covered by this receipt are  
18 nondeductible for state income tax purposes.

19 **SECTION 50. Act subject to petition - effective date.** This act  
20 takes effect at 12:01 a.m. on the day following the expiration of the  
21 ninety-day period after final adjournment of the general assembly; except  
22 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
23 of the state constitution against this act or an item, section, or part of this  
24 act within such period, then the act, item, section, or part will not take  
25 effect unless approved by the people at the general election to be held in  
26 November 2022 and, in such case, will take effect on the date of the  
27 official declaration of the vote thereon by the governor.