

Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 24-0608.01 Josh Schultz x5486

HOUSE BILL 24-1015

HOUSE SPONSORSHIP

Vigil,

SENATE SPONSORSHIP

Michaelson Jenet,

House Committees
Business Affairs & Labor

Senate Committees

A BILL FOR AN ACT

101 CONCERNING SUICIDE PREVENTION EDUCATION IN THE WORKPLACE.

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 the division of labor standards and statistics in the department of labor and employment to create and make available to employers suicide prevention education posters and notices.

Starting July 1, 2025, employers are required to display the suicide prevention education posters in their workplaces and certain employers are required to include the suicide prevention education notices in documents provided to employees.

The office of suicide prevention within the department of public

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.

health and environment must create a website to provide information about workplace suicide prevention. The bill requires the suicide prevention education posters to include a quick response (QR) code and a website link to connect to the website.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 8-14.4-110 as
3 follows:

4 **8-14.4-110. Suicide prevention education in the workplace -**
5 **posters and notices - rules.** (1) ON OR BEFORE JUNE 1, 2025, THE
6 DIVISION SHALL CREATE AND MAKE AVAILABLE TO EMPLOYERS SUICIDE
7 PREVENTION EDUCATION POSTERS AND NOTICES THAT MEET THE
8 REQUIREMENTS OF SUBSECTION (2) OF THIS SECTION.

9 (2) THE SUICIDE PREVENTION EDUCATION POSTERS AND NOTICES
10 CREATED PURSUANT TO SUBSECTION (1) OF THIS SECTION MUST:

11 (a) INCLUDE AN OVERVIEW OF MULTIPLE SUICIDE PREVENTION
12 TRAINING PROGRAMS;

13 (b) PROVIDE EDUCATIONAL MATERIALS ON THE NEED TO REDUCE
14 ACCESS TO MEANS OF SELF-HARM STATISTICALLY OVER-REPRESENTED IN
15 LETHAL OUTCOMES, PARTICULARLY FIREARMS, AND INFORMATION ON
16 FIREARM LOCKING DEVICES, SAFE STORAGE OF FIREARMS, AND
17 OUT-OF-HOME FIREARM STORAGE OPTIONS;

18 (c) INCLUDE INFORMATION ON THE 988 SUICIDE AND CRISIS
19 LIFELINE, INCLUDING NOTIFICATION THAT THE HOT LINE INCLUDES TEXT
20 MESSAGING AND MULTILINGUAL OPTIONS; AND

21 (d) FEATURE A QUICK RESPONSE CODE, OR QR CODE, AND A
22 WEBSITE LINK THAT CONNECTS TO A LANDING PAGE SPECIFICALLY FOR
23 WORKPLACE SUICIDE PREVENTION THAT THE OFFICE OF SUICIDE

1 PREVENTION WITHIN THE DEPARTMENT OF PUBLIC HEALTH AND
2 ENVIRONMENT PURSUANT TO SECTION 25-1.5-112.5 CREATES.

3 (3) ON AND AFTER JULY 1, 2025, EACH EMPLOYER SHALL:

4 (a) DISPLAY THE POSTER CREATED PURSUANT TO SUBSECTION (1)
5 OF THIS SECTION IN A CONSPICUOUS AND ACCESSIBLE LOCATION IN EACH
6 ESTABLISHMENT WHERE THE EMPLOYER'S EMPLOYEES WORK;

7 (b) WHEN PUBLISHING OR DISTRIBUTING TO EMPLOYEES A
8 HANDBOOK, MANUAL, OR WRITTEN OR POSTED POLICY, INCLUDE A COPY
9 OF THE NOTICE THAT THE DIVISION CREATED PURSUANT TO SUBSECTION
10 (1) OF THIS SECTION WITH THE HANDBOOK, MANUAL, OR POLICY. EACH
11 EMPLOYER THAT REQUIRES EMPLOYEES TO SIGN A HANDBOOK, MANUAL,
12 OR POLICY SHALL, AT THE SAME TIME OR PROMPTLY THEREAFTER, INCLUDE
13 A COPY OF THE NOTICE THAT THE DIVISION CREATED PURSUANT TO
14 SUBSECTION (1) OF THIS SECTION AND HAVE THE EMPLOYEE SIGN AN
15 ACKNOWLEDGMENT OF HAVING BEEN PROVIDED THE NOTICE.

16 (c) REQUEST THAT THE DIVISION PROVIDE A VERSION OF THE
17 NOTICE CREATED PURSUANT TO SUBSECTION (1) OF THIS SECTION IN ANY
18 LANGUAGE SPOKEN BY FIVE PERCENT OR MORE OF THE EMPLOYER'S
19 WORKFORCE. THE EMPLOYER SHALL PROVIDE A COPY OF THE NOTICE IN
20 ACCORDANCE WITH SUBSECTION (3)(b) OF THIS SECTION TO EMPLOYEES
21 WHOSE DOMINANT LANGUAGE IS THE LANGUAGE OF THE NOTICE.

22 (4) THE DIVISION MAY PROMULGATE RULES TO IMPLEMENT THIS
23 SECTION.

24 **SECTION 2.** In Colorado Revised Statutes, **add** 25-1.5-112.5 as
25 follows:

26 **25-1.5-112.5. Workplace suicide prevention education website.**

27 (1) THE OFFICE OF SUICIDE PREVENTION WITHIN THE DEPARTMENT SHALL

1 DEVELOP AND MAINTAIN A PUBLIC WEBSITE TO PROVIDE INFORMATION
2 ABOUT WORKPLACE SUICIDE PREVENTION.

3 (2) THE WEBSITE MUST:

4 (a) SERVE AS A LANDING PAGE FOR INDIVIDUALS WHO, THROUGH
5 USE OF A QUICK RESPONSE CODE, OR QR CODE, OR A WEBSITE LINK ARE
6 DIRECTED FROM A COPY OF THE SUICIDE PREVENTION EDUCATION POSTER
7 THAT THE DIVISION OF LABOR STANDARDS AND STATISTICS IN THE
8 DEPARTMENT OF LABOR AND EMPLOYMENT CREATED PURSUANT TO
9 SECTION 8-14.4-110 (1);

10 (b) INCLUDE TOOLKITS FOR MULTIPLE SUICIDE PREVENTION
11 TRAINING PROGRAMS;

12 (c) PROVIDE ADDITIONAL RESOURCES FOR ASSISTING AN
13 INDIVIDUAL IN CRISIS;

14 (d) INCLUDE EDUCATIONAL MATERIALS FOR EMPLOYEES SEEKING
15 ADDITIONAL INFORMATION ABOUT SUICIDE PREVENTION;

16 (e) STATE THAT EMPLOYEES MAY BE ENTITLED TO MENTAL HEALTH
17 SCREENINGS FREE OF OUT-OF-POCKET COSTS; AND

18 (f) PROVIDE EDUCATIONAL MATERIALS ON THE NEED TO REDUCE
19 ACCESS TO MEANS OF SELF-HARM STATISTICALLY OVER-REPRESENTED IN
20 LETHAL OUTCOMES, PARTICULARLY FIREARMS, AND INFORMATION ON
21 FIREARM LOCKING DEVICES, SAFE STORAGE OF FIREARMS, AND
22 OUT-OF-HOME FIREARM STORAGE OPTIONS.

23 **SECTION 3. Safety clause.** The general assembly finds,
24 determines, and declares that this act is necessary for the immediate
25 preservation of the public peace, health, or safety or for appropriations for
26 the support and maintenance of the departments of the state and state
27 institutions.