

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**

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**HOUSE SPONSORSHIP**

**Jackson,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**

Business Affairs & Labor  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING EMPLOYER ACCOUNTABILITY THROUGH DISCLOSURE OF**  
102 **DEMOGRAPHIC WORKFORCE DATA.**

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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 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.*

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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) 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.