

## CHAPTER 378

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**LABOR AND INDUSTRY**


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**HOUSE BILL 26-1207**

BY REPRESENTATIVE(S) Jackson and Bacon, Boesenecker, English, Froelich, Garcia, Lindsay, Nguyen, Rutinel, Story, McCluskie, Liedler;  
also SENATOR(S) Kipp and Danielson, Benavidez, Cutter, Lindstedt, Weissman, Coleman.

**AN ACT**

**CONCERNING EMPLOYER ACCOUNTABILITY THROUGH DISCLOSURE OF DEMOGRAPHIC WORKFORCE DATA, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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

**SECTION 1.** In Colorado Revised Statutes, 7-90-501, **amend** (1) introductory portion; and **add** (1)(f), (1.5), and (9) as follows:

**7-90-501. Periodic reports - definitions.**

(1) Each reporting entity shall deliver to the secretary of state, for filing pursuant to part 3 of this ~~article~~ ARTICLE 90, a periodic report that states the entity name of the reporting entity, the jurisdiction under the law of which the reporting entity is formed, and:

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

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

(9) AS USED IN THIS SECTION:

(a) "EEO-1 DATA" MEANS DEMOGRAPHIC WORKFORCE DATA COLLECTED THROUGH THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION'S

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*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

"EMPLOYER INFORMATION REPORT", FEDERAL FORM EEO-1, AS THAT FORM EXISTED ON MARCH 1, 2026, THAT CATEGORIZES EMPLOYEES BY RACE, ETHNICITY, GENDER, AND JOB CATEGORY.

(b) (I) "EMPLOYER" MEANS A PRIVATE SECTOR ENTITY CONDUCTING BUSINESS IN THE STATE THAT EMPLOYS ONE HUNDRED OR MORE WORKERS AND THAT, AS OF MARCH 1, 2026, IS REQUIRED TO SUBMIT EEO-1 DATA TO THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

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

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

**SECTION 2. Appropriation.** (1) For the 2026-27 state fiscal year, \$43,210 is appropriated to the department of state. This appropriation is from the department of state cash fund created in section 24-21-104 (3)(b), C.R.S. To implement this act, the department may use this appropriation as follows:

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

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

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

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

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

Approved: June 4, 2026