

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

PREAMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 23-0047.03 Jessica Herrera x4218

HOUSE BILL 23-1057

HOUSE SPONSORSHIP

McCormick and Vigil,

SENATE SPONSORSHIP

Jaquez Lewis,

House Committees

State, Civic, Military, & Veterans Affairs
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING A REQUIREMENT THAT CERTAIN PUBLIC BUILDINGS HAVE**
102 **RESTROOMS WITH AMENITIES FOR ALL GENDERS.**

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>.)

Effective January 1, 2024, the bill requires each newly constructed public building and each public building in which restroom renovations are estimated to cost \$10,000 or more that is wholly or partly owned by the state, a county, or a local municipality to:

- Provide a non-gendered restroom facility or a multi-stall

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.

non-gendered facility on each floor where restrooms are available;

- Ensure that all single-stall restrooms are not designated for exclusive use by any specific gender;
- Allow for the use of multi-stall restrooms by any gender if certain facility features are met under the 2021 International Plumbing Code; and
- Provide at least one safe, sanitary, and convenient baby diaper changing station that is accessible to the public on each floor where there is a public restroom in each gender-specific restroom, non-gendered multi-stall restroom, and non-gendered single-stall restroom.

The bill also requires each newly constructed public building and each public building in which restroom renovations are estimated to cost \$10,000 or more that is wholly or partly owned by the state, a county, or a local municipality to include signage indicating the presence of a baby diaper changing station with a pictogram that is void of gender in all restrooms with baby diaper changing stations, in all non-gendered restrooms, and in all single-stalled restrooms.

The bill also requires each newly constructed public building and each public building in which restroom renovations are estimated to cost \$10,000 or more that is wholly or partly owned by the state, a county, or a local municipality to indicate in the central building directory, if such a directory exists, the location of any baby diaper changing station and of any non-gendered restroom.

The bill exempts the requirements of including a baby diaper changing station in any restroom and any construction necessary to comply with providing an accessible non-gendered restroom if the requirement would result in failure to comply with applicable building standards governing the right of access for individuals with disabilities.

The bill clarifies that an employee with a designated workplace in a public building may undertake the complaint process for alleged discriminatory or unfair practices including the failure to comply with providing the required amenities to all genders, as required, with the Colorado civil rights division charged with the enforcement of the Colorado anti-discrimination act.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** article 5.7 to title

3 9 as follows:

4 **ARTICLE 5.7**

1 **Amenities For All Genders In Public Buildings**

2 **9-5.7-101. Legislative declaration.** (1) THE GENERAL ASSEMBLY
3 FINDS AND DECLARES THAT:

4 (a) IT IS A MATTER OF STATEWIDE CONCERN TO PROMOTE THE
5 PUBLIC WELFARE BY PROVIDING ACCESS TO NON-GENDERED RESTROOM
6 FACILITIES THAT ARE CONVENIENT FOR PEOPLE OF ALL GENDERS,
7 INCLUDING THOSE OUTSIDE THE GENDER BINARY;

8 (b) THE LACK OF ADEQUATE RESTROOM FACILITIES LEADS TO
9 UNSAFE AND INEQUITABLE CONDITIONS FOR COLORADO CHILDREN,
10 FAMILIES, AND COMMUNITIES. EXPERTS FROM HEALTH PROVIDERS TO
11 FAITH LEADERS, INCLUDING THE OCCUPATIONAL SAFETY AND HEALTH
12 ADMINISTRATION, STRESS THE NEED FOR SINGLE OCCUPANCY
13 NON-GENDERED RESTROOMS AND MULTIPLE-OCCUPANT OR
14 MULTIPLE-STALLED NON-GENDERED RESTROOMS TO BE ACCESSIBLE FOR
15 ALL EMPLOYEES AND INDIVIDUALS. THE LACK OF ACCESSIBILITY TO
16 RESTROOM FACILITIES THAT ARE CONSISTENT WITH AN INDIVIDUAL'S
17 GENDER IDENTITY SINGLES OUT THOSE INDIVIDUALS AND CAN RESULT IN
18 EXPERIENCES OF HARASSMENT AND CAUSE THOSE INDIVIDUALS TO AVOID
19 RESTROOMS ENTIRELY, WHICH CAN LEAD TO POTENTIALLY SERIOUS
20 PHYSICAL INJURY OR ILLNESS. ACCESS TO NON-GENDERED RESTROOMS
21 HAS FAR-REACHING BENEFITS FOR PARENTS CARING FOR A CHILD,
22 INCLUDING PARENTS WITH YOUNG CHILDREN WHO NEED TO ACCESS A
23 BABY DIAPER CHANGING STATION AND INDIVIDUALS WITH DISABILITIES
24 WHO HAVE A CARETAKER OF A DIFFERENT GENDER TO ASSIST THEM. thank

25 (c) MEN'S RESTROOMS AND SINGLE-STALL RESTROOMS TYPICALLY
26 DO NOT PROVIDE BABY DIAPER CHANGING STATIONS. THIS CREATES
27 ACCESSIBILITY INEQUITY FOR PARENTS AND CARE PROVIDERS WHO DO NOT

1 IDENTIFY AS WOMEN OR WHO MAY NOT BE COMFORTABLE USING WOMEN'S
2 RESTROOMS, AND CREATES POTENTIAL HEALTH AND SAFETY PROBLEMS
3 FOR BABIES. WITHOUT CLEAN AND SAFE BABY DIAPER CHANGING
4 STATIONS, THESE CARE PROVIDERS MAY BE FORCED TO RESORT TO UNSAFE
5 AND UNSANITARY LOCATIONS, SUCH AS RESTROOM FLOORS, TO CHANGE
6 BABIES' DIAPERS. REQUIRING EQUITABLE ACCESS TO AMENITIES IN PUBLIC
7 RESTROOMS WOULD MAKE IT EASIER FOR PARENTS AND CARE PROVIDERS
8 OF ALL GENDERS TO FIND A SAFE AND SUITABLE PLACE TO CHANGE BABIES'
9 DIAPERS. PROVIDING SAFE, RELIABLE, AND CLEAN BABY DIAPER CHANGING
10 STATIONS IN ALL RESTROOM FACILITIES ENABLES BETTER CARE TAKING FOR
11 INFANTS BY ALL PARENTS AND CARE PROVIDERS, AND SAFER CONDITIONS
12 FOR INFANTS.

13 (d) REQUIRING ALL SINGLE-STALL RESTROOMS TO BE DESIGNATED
14 FOR USE BY ANY GENDER REDUCES WAIT TIMES AND INCREASES COMFORT
15 AND ACCESSIBILITY FOR CARE PROVIDERS AND PEOPLE RECEIVING CARE,
16 INDIVIDUALS WITH DIVERSE GENDER EXPRESSIONS, AND LGBT
17 INDIVIDUALS. FOR LGBT INDIVIDUALS OR INDIVIDUALS WITH DIVERSE
18 GENDER EXPRESSIONS, USING GENDERED FACILITIES CAN POSE HEALTH
19 AND SAFETY ISSUES STEMMING FROM EXPERIENCES OF HARASSMENT AND
20 PHYSICAL THREATS IN GENDERED FACILITIES REGARDLESS OF WHICH
21 GENDERED FACILITY THEY USE OR THEIR PHYSICAL PRESENTATION. DUE
22 TO THESE EXPERIENCES AND ASSOCIATED STIGMA, SOME PEOPLE TODAY
23 AVOID USING PUBLIC RESTROOMS WHENEVER POSSIBLE AND MAY REFRAIN
24 FROM EATING, DRINKING, OR RELIEVING THEMSELVES FOR EXTENDED
25 PERIODS OF TIME IN ORDER TO AVOID GENDERED FACILITIES. DELAYING OR
26 AVOIDING USING THE RESTROOM CAN HAVE PHYSICAL HEALTH
27 IMPLICATIONS.

1 (e) THE "INTERNATIONAL PLUMBING CODE", 2021 EDITION,
2 REFERRED TO IN THIS ARTICLE 5.7 AS THE "I.P.C.", INCLUDES TWO
3 AMENDMENTS REGARDING NON-GENDERED RESTROOMS. ONE AMENDMENT
4 REQUIRES SIGNAGE ON SINGLE-STALL RESTROOMS TO INDICATE THAT THEY
5 ARE OPEN TO ANY USER REGARDLESS OF GENDER. THE OTHER AMENDMENT
6 ALLOWS THE CREATION OF NON-GENDERED MULTI-STALL DESIGNS WITH
7 SHARED SINKS AND EACH TOILET IN A PRIVATE COMPARTMENT.

8 (f) THE I.P.C. ALSO REQUIRES THAT SINGLE-STALL RESTROOMS BE
9 IDENTIFIED FOR USE BY ALL INDIVIDUALS REGARDLESS OF SEX AND
10 ALLOWS FOR MULTI-USER FACILITIES TO SERVE ALL GENDERS. THE
11 COLORADO STATE ARCHITECT ADOPTS CODES FOR CONSTRUCTION AT ALL
12 STATE-OWNED BUILDINGS AND FACILITIES, AND HAS ADOPTED THE 2021
13 EDITION OF THE INTERNATIONAL BUILDING CODE.

14 **9-5.7-102. Definitions.** AS USED IN THIS ARTICLE 5.7, UNLESS THE
15 CONTEXT OTHERWISE REQUIRES:

16 (1) "CERTIFIED HISTORIC STRUCTURE" MEANS A PROPERTY
17 LOCATED IN COLORADO THAT HAS BEEN CERTIFIED BY THE STATE
18 HISTORICAL SOCIETY OR AN ENTITY OTHER THAN THE OWNER OF THE
19 PROPERTY THAT IS AUTHORIZED, PURSUANT TO SECTION 24-80.1-105 (1),
20 TO NOMINATE PROPERTIES TO THE STATE REGISTER OF HISTORIC
21 PROPERTIES AS A HISTORIC STRUCTURE BECAUSE IT HAS BEEN:

22 (a) LISTED INDIVIDUALLY ON, OR AS A CONTRIBUTING PROPERTY
23 IN A DISTRICT INCLUDED WITHIN, THE NATIONAL REGISTER OF HISTORIC
24 PLACES;

25 (b) LISTED INDIVIDUALLY ON, OR AS A CONTRIBUTING PROPERTY
26 IN A DISTRICT THAT IS INCLUDED WITHIN, THE STATE REGISTER OF
27 HISTORIC PROPERTIES PURSUANT TO ARTICLE 80.1 OF TITLE 24.; OR

1 (c) LISTED INDIVIDUALLY BY, OR AS A CONTRIBUTING PROPERTY
2 WITHIN A DESIGNATED HISTORIC DISTRICT OF, A CERTIFIED LOCAL
3 GOVERNMENT.

4 (2) "GENDER-SPECIFIC RESTROOM" MEANS A RESTROOM THAT IS
5 DESIGNATED FOR USE BY ONLY ONE GENDER.

6 (3) "LGBT INDIVIDUAL" MEANS AN INDIVIDUAL WHO IS A MEMBER
7 OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND NON-BINARY
8 COMMUNITY.

9 (4) "NON-GENDERED MULTI-STALL RESTROOM" MEANS A
10 RESTROOM WITH MULTIPLE TOILETS THAT IS AVAILABLE FOR USE BY
11 PEOPLE OF ANY GENDER, INCLUDING A RESTROOM WITH SHARED SINKS BUT
12 EACH TOILET IS IN A PRIVATE COMPARTMENT.

13 (5) "NON-GENDERED SINGLE-STALL RESTROOM" MEANS A
14 RESTROOM THAT IS AVAILABLE FOR USE BY PEOPLE OF ANY GENDER THAT
15 IS A FULLY ENCLOSED ROOM WITH A LOCKING MECHANISM CONTROLLED
16 BY THE USER AND CONTAINS A SINK, TOILET, AND NO MORE THAN ONE
17 URINAL.

18 (6) "RENOVATION OF A RESTROOM" MEANS CONSTRUCTION TO A
19 RESTROOM FOR WHICH A PERMIT IS REQUIRED, OTHER THAN A REPAIR,
20 THAT INCLUDES CHANGING THE STRUCTURE BY INCREASING THE SQUARE
21 FOOTAGE; INSTALLING OR MODIFYING A PLUMBING OR ELECTRIC SYSTEM;
22 ADDING, GUTTING OR REMOVING WALLS; OR INSTALLING A HEATING,
23 VENTILATION OR AIR CONDITIONING SYSTEM.

24 (7) "PUBLIC ENTITY" MEANS A STATE INSTITUTION OF HIGHER
25 EDUCATION, AS DEFINED IN SECTION 23-18-102 (10), A COUNTY, A CITY
26 AND COUNTY, OR A MUNICIPALITY. FOR PURPOSES OF THIS ARTICLE 5.7, A
27 STATE AGENCY DOES NOT INCLUDE ANY BUILDING OWNED AND OPERATED

1 AS AN EDUCATION FACILITY BY A SCHOOL DISTRICT, CHARTER SCHOOL, OR
2 INSTITUTE CHARTER SCHOOL.

3 **9-5.7-103. Restrooms - baby diaper changing stations -**
4 **applicability - signage - enforcement.** (1) ON AND AFTER JANUARY 1,
5 2024, A PUBLIC BUILDING THAT IS WHOLLY OR PARTIALLY OWNED BY THE
6 STATE OR A STATE AGENCY THAT IS SCHEDULED FOR RENOVATION OF A
7 RESTROOM OR NEWLY CONSTRUCTED BUILDING MUST, IN ANY PORTION
8 THAT IS ACCESSIBLE TO THE PUBLIC:

9 (a) PROVIDE A NON-GENDERED SINGLE-STALL RESTROOM OR A
10 NON-GENDERED MULTI-STALL RESTROOM ON EACH FLOOR WHERE A
11 RESTROOM IS PUBLICLY AVAILABLE;

12 (b) ENSURE THAT ANY SINGLE-STALL RESTROOM IS NOT A
13 GENDER-SPECIFIC RESTROOM;

14 (c) ALLOW FOR THE USE OF A MULTI-STALL RESTROOM BY ANY
15 GENDER IF CERTAIN FACILITY FEATURES ARE MET PURSUANT TO THE I.P.C.
16 OR ANY SUBSEQUENT INTERNATIONAL PLUMBING CODE ADOPTED AS PART
17 OF THE COLORADO PLUMBING CODE AND THE COLORADO FUEL GAS CODE
18 ADOPTED BY THE STATE PLUMBING BOARD PURSUANT TO SECTION
19 12-155-106; AND

20 (d) (I) PROVIDE ANY CAREGIVER ON THE GENDER BINARY THAT IS
21 CARING FOR AN INFANT ACCESS TO AT LEAST ONE SAFE, SANITARY, AND
22 CONVENIENT BABY DIAPER CHANGING STATION THAT IS ACCESSIBLE TO
23 THE PUBLIC ON EACH FLOOR WHERE THERE IS A PUBLICLY ACCESSIBLE
24 RESTROOM AND THAT INCLUDES:

25 (A) IF ONLY GENDER-SPECIFIC RESTROOMS ARE AVAILABLE, AT
26 LEAST ONE CHANGING TABLE IN EACH RESTROOM;

27 (B) IF A NON-GENDERED SINGLE-STALL RESTROOM IS AVAILABLE,

1 AT LEAST ONE CHANGING TABLE IN THAT RESTROOM, AND PUBLIC ENTITIES
2 ARE ENCOURAGED TO ALSO PROVIDE CHANGING TABLES IN EACH OF THE
3 SINGLE-STALL GENDER-SPECIFIC RESTROOMS;

4 (C) IF A NON-GENDERED MULTI-STALL RESTROOM IS AVAILABLE,
5 AT LEAST ONE CHANGING TABLE IN THAT RESTROOM, AND PUBLIC ENTITIES
6 ARE ENCOURAGED TO ALSO PROVIDE CHANGING TABLES IN EACH OF THE
7 GENDER-SPECIFIC RESTROOMS; OR

8 (D) AN EASILY ACCESSIBLE LOCATION WITH EQUIVALENT PRIVACY
9 AND AMENITIES AS A RESTROOM; AND

10 (II) ENSURE THAT EACH BABY DIAPER CHANGING STATION IS
11 MAINTAINED, REPAIRED, AND REPLACED AS NECESSARY TO ENSURE
12 SAFETY AND EASE OF USE AND CLEANED WITH THE SAME FREQUENCY AS
13 THE RESTROOM IN WHICH IT IS LOCATED OR RESTROOMS ON THE SAME
14 FLOOR OR IN THE SAME SPACE IF THE CHANGING TABLE IS NOT LOCATED IN
15 A RESTROOM.

16 (2) ON AND AFTER JULY 1, 2025, A BUILDING THAT IS WHOLLY OR
17 PARTIALLY OWNED BY THE STATE OR A STATE AGENCY AND THAT IS
18 EITHER A NEWLY CONSTRUCTED BUILDING THAT IS ACCESSIBLE TO
19 EMPLOYEES OR ENROLLED STUDENTS OR IS UNDERGOING A RESTROOM
20 RENOVATION MUST:

21 (a) PROVIDE A NON-GENDERED SINGLE-STALL RESTROOM OR A
22 NON-GENDERED MULTI-STALL RESTROOM ON EACH FLOOR WHERE
23 RESTROOMS ARE ACCESSIBLE BY EMPLOYEES OR STUDENTS;

24 (b) ENSURE THAT ANY SINGLE-STALL RESTROOM IS NOT A
25 GENDER-SPECIFIC RESTROOM; AND

26 (c) ALLOW FOR THE USE OF A MULTI-STALL RESTROOM BY ANY
27 GENDER IF CERTAIN FACILITY FEATURES ARE MET PURSUANT TO THE I.P.C.,

1 OR ANY SUBSEQUENT INTERNATIONAL PLUMBING CODE ADOPTED AS PART
2 OF THE COLORADO PLUMBING CODE OR THE COLORADO FUEL GAS CODE
3 ADOPTED BY THE STATE PLUMBING BOARD PURSUANT TO SECTION
4 12-155-106.

5 (3) ON AND AFTER JULY 1, 2024, A BUILDING THAT IS WHOLLY OR
6 PARTIALLY OWNED OR LEASED BY THE STATE OR A STATE AGENCY, MUST
7 ENSURE THAT SIGNAGE FOR THE BUILDING OR THE PORTION OF THE
8 BUILDING LEASED OR OWNED COMPLIES WITH THE FOLLOWING SIGNAGE
9 REQUIREMENTS:

10 (a) ANY RESTROOM WITH A BABY DIAPER CHANGING STATION
11 MUST HAVE SIGNAGE WITH A PICTOGRAM VOID OF GENDER THAT
12 INDICATES THE PRESENCE OF THE BABY DIAPER CHANGING STATION;

13 (b) ANY NON-GENDERED MULTI-STALL RESTROOM OR
14 NON-GENDERED SINGLE-STALL RESTROOM MUST HAVE SIGNAGE WITH A
15 PICTOGRAM VOID OF GENDER;

16 (c) EACH BUILDING THAT IS ACCESSIBLE BY THE PUBLIC MUST
17 INCLUDE SIGNAGE AT OR NEAR THE ENTRANCE TO THE BUILDING
18 INDICATING THE LOCATION OF RESTROOMS AND BABY DIAPER CHANGING
19 STATIONS. IF THERE IS A CENTRAL DIRECTORY IDENTIFYING, FOR THE
20 BENEFIT OF THE PUBLIC, THE LOCATION OF OFFICES, RESTROOMS, AND
21 OTHER FACILITIES IN THE BUILDINGS, THAT CENTRAL DIRECTORY MUST
22 INDICATE WITH A PICTOGRAM VOID OF GENDER THE LOCATION OF ANY
23 BABY DIAPER CHANGING STATION AND THE LOCATION OF ANY
24 NON-GENDERED MULTI-STALL RESTROOM OR SINGLE-STALL RESTROOM.

25 (d) ALL PUBLIC BUILDINGS WITH NON-GENDERED MULTI-STALL
26 RESTROOMS OR NON-GENDERED SINGLE-STALL RESTROOMS MUST UPDATE
27 SIGNAGE, IF NECESSARY, TO INCLUDE A PICTOGRAM VOID OF GENDER.

1 (4) ALL RESTROOMS SUBJECT TO SUBSECTIONS (1) AND (2) OF THIS
2 SECTION SHALL COMPLY WITH THE CURRENT "ADA STANDARDS FOR
3 ACCESSIBLE DESIGN" SET FORTH IN 28 CFR 35, APPLICABLE TO PUBLIC
4 ENTITIES AND PROMULGATED IN ACCORDANCE WITH THE FEDERAL
5 "AMERICANS WITH DISABILITIES ACT OF 1990", 42 U.S.C. SEC. 12101 ET.
6 SEQ., AS AMENDED.

7 (5) SUBSECTIONS (1) AND (2) OF THIS SECTION DO NOT APPLY TO
8 THE RENOVATION OF A RESTROOM OR A NEWLY CONSTRUCTED BUILDING
9 PROJECT IF:

10 (a) A LOCAL BUILDING PERMITTING ENTITY OR BUILDING
11 INSPECTOR DETERMINES THAT THE INSTALLATION OF A BABY DIAPER
12 CHANGING STATION IN ACCORDANCE WITH SUBSECTION (1)(d) OF THIS
13 SECTION WOULD RESULT IN A FAILURE TO COMPLY WITH APPLICABLE
14 BUILDING STANDARDS GOVERNING THE RIGHT OF ACCESS FOR INDIVIDUALS
15 WITH DISABILITIES. THE PERMITTING ENTITY OR BUILDING INSPECTOR MAY
16 GRANT AN EXEMPTION FROM THE REQUIREMENTS OF THIS SECTION UNDER
17 THOSE CIRCUMSTANCES, PROVIDED THAT THERE IS DOCUMENTATION
18 DEMONSTRATING THAT NO ALTERNATIVE DESIGN IS POSSIBLE THAT
19 COMPLIES WITH THE RIGHT OF ACCESS FOR INDIVIDUALS WITH DISABILITIES
20 AND A GOOD FAITH ATTEMPT HAS BEEN MADE TO DESIGN A RESTROOM IN
21 A MANNER THAT WOULD ACCOMMODATE INDIVIDUALS WITH DISABILITIES
22 AND THE INSTALLATION OF A BABY DIAPER CHANGING STATION IN
23 ACCORDANCE WITH SUBSECTION (1)(d) OF THIS SECTION.

24 (b) THE PROJECT HAS ALREADY PROGRESSED THROUGH THE
25 DESIGN REVIEW PROCESS, BUDGETING, AND FINAL APPROVAL BY THE
26 GOVERNING BODY THAT HAS FINAL APPROVAL OVER CAPITAL
27 CONSTRUCTION PROJECT EXPENDITURES AS OF THE EFFECTIVE DATE OF

1 THIS SUBSECTION (5)(b), AS ENACTED BY HOUSE BILL 23-1057.

2 (c) THE BUILDING IS DESIGNATED AS A CERTIFIED HISTORIC
3 STRUCTURE.

4 (6) ANY EMPLOYEE WITH A DESIGNATED WORKPLACE THAT IS A
5 PUBLIC BUILDING WHO CLAIMS TO BE AGGRIEVED BY A DISCRIMINATORY
6 OR UNFAIR PRACTICE AS DEFINED BY PART 4 OF ARTICLE 34 OF TITLE 24,
7 INCLUDING FAILURE TO COMPLY WITH THIS ARTICLE 5.7, MAY
8 INDIVIDUALLY OR THROUGH THEIR ATTORNEY-AT-LAW MAKE, SIGN, AND
9 FILE WITH THE COLORADO CIVIL RIGHTS DIVISION, CREATED IN SECTION
10 24-34-302, A VERIFIED WRITTEN CHARGE STATING THE NAME AND
11 ADDRESS OF THE RESPONDENT ALLEGED TO HAVE COMMITTED THE
12 DISCRIMINATORY OR UNFAIR PRACTICE. THE CHARGE MUST SET FORTH THE
13 PARTICULARS OF THE ALLEGED DISCRIMINATORY OR UNFAIR PRACTICE,
14 AND CONTAINING ANY OTHER INFORMATION REQUIRED BY THE COLORADO
15 CIVIL RIGHTS DIVISION.

16 **SECTION 2. Act subject to petition - effective date.** This act
17 takes effect at 12:01 a.m. on the day following the expiration of the
18 ninety-day period after final adjournment of the general assembly; except
19 that, if a referendum petition is filed pursuant to section 1 (3) of article V
20 of the state constitution against this act or an item, section, or part of this
21 act within such period, then the act, item, section, or part will not take
22 effect unless approved by the people at the general election to be held in
23 November 2023 and, in such case, will take effect on the date of the
24 official declaration of the vote thereon by the governor.