

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

PREAMENDED

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

LLS NO. 24-0608.01 Josh Schultz x5486

HOUSE BILL 24-1015

HOUSE SPONSORSHIP

Vigil,

SENATE SPONSORSHIP

Michaelson Jenet,

House Committees

Business Affairs & Labor
Appropriations

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. **THE DIVISION SHALL**
9 **CONSULT WITH THE OFFICE OF SUICIDE PREVENTION IN THE DEPARTMENT**
10 **OF PUBLIC HEALTH AND ENVIRONMENT REGARDING THE CREATION OF THE**
11 **POSTERS AND NOTICES.**

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

14 (a) INCLUDE AN OVERVIEW OF MULTIPLE SUICIDE PREVENTION
15 TRAINING PROGRAMS;

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

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

1 (d) FEATURE A QUICK RESPONSE CODE, OR QR CODE, AND A
2 WEBSITE LINK THAT CONNECTS TO A LANDING PAGE SPECIFICALLY FOR
3 WORKPLACE SUICIDE PREVENTION THAT THE OFFICE OF SUICIDE
4 PREVENTION WITHIN THE DEPARTMENT OF PUBLIC HEALTH AND
5 ENVIRONMENT PURSUANT TO SECTION 25-1.5-112.5 CREATES.

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

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

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

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

25 (4) THE DIVISION MAY PROMULGATE RULES TO IMPLEMENT THIS
26 SECTION.

27 **SECTION 2.** In Colorado Revised Statutes, **add** 25-1.5-112.5 as

1 follows:

2 **25-1.5-112.5. Workplace suicide prevention education website.**

3 (1) THE OFFICE OF SUICIDE PREVENTION WITHIN THE DEPARTMENT SHALL
4 DEVELOP AND MAINTAIN A PUBLIC WEBSITE TO PROVIDE INFORMATION
5 ABOUT WORKPLACE SUICIDE PREVENTION.

6 (2) THE WEBSITE MUST:

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

13 (b) INCLUDE TOOLKITS FOR MULTIPLE SUICIDE PREVENTION
14 TRAINING PROGRAMS;

15 (c) PROVIDE ADDITIONAL RESOURCES FOR ASSISTING AN
16 INDIVIDUAL IN CRISIS;

17 (d) INCLUDE EDUCATIONAL MATERIALS FOR EMPLOYEES SEEKING
18 ADDITIONAL INFORMATION ABOUT SUICIDE PREVENTION;

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

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

26 **SECTION 3.** In Colorado Revised Statutes, 12-20-202, **add (7)**
27 **as follows:**

1 **12-20-202. Licenses, certifications, and registrations - renewal**
2 **- reinstatement - fees - occupational credential portability program**
3 **- temporary authority for military spouses - exceptions for military**
4 **personnel - rules - consideration of criminal convictions or driver's**
5 **history - executive director authority - workplace suicide prevention**
6 **education website - definitions. (7) Workplace suicide prevention**
7 **education website.** THE DIVISION SHALL POST ON ITS WEBSITE, ON ANY
8 WEB PAGE PERTAINING TO LICENSES, CERTIFICATIONS, AND
9 REGISTRATIONS, A LINK TO THE LANDING PAGE FOR WORKPLACE SUICIDE
10 PREVENTION CREATED PURSUANT TO SECTION 25-1.5-112.5 BY THE OFFICE
11 OF SUICIDE PREVENTION IN THE DEPARTMENT OF PUBLIC HEALTH AND
12 ENVIRONMENT.

13 **SECTION 4. Safety clause.** The general assembly finds,
14 determines, and declares that this act is necessary for the immediate
15 preservation of the public peace, health, or safety or for appropriations for
16 the support and maintenance of the departments of the state and state
17 institutions.