



Legislative Council Staff

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Fiscal Note

Drafting Number:	LLS 24-1165	Date:	April 17, 2024
Prime Sponsors:	Rep. Herod; Ricks Sen. Buckner; Coleman	Bill Status:	House State Affairs
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Bill Topic: **INCLUDE HAIR LENGTH IN CROWN ACT**

Summary of Fiscal Impact:	<input checked="" type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input checked="" type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input checked="" type="checkbox"/> School Districts

The bill adds hair length to the definition of race in the context of discrimination in public education, housing, public accommodation, and advertising. It may minimally increase state revenue, and state and local workload beginning in FY 2024-25.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The fiscal note reflects the introduced bill.

Summary of Legislation

The CROWN Act, enacted under [House Bill 20-1048](#), specified that discrimination in public education, employment, housing, public accommodation, and advertising on the basis of race includes hair texture, hair type, and protective hairstyles that are commonly or historically associated with race. The bill adds hair length that is commonly or historically associated with race to the list of traits associated with one's race.

Background

The Colorado Civil Rights Division (CCRD) in the Department of Regulatory Agencies (DORA) enforces the state's anti-discrimination laws in the areas of employment, housing, and public accommodations. Aggrieved individuals who believe they have been discriminated against may file a complaint and proceed through an administrative investigation with the CCRD and Civil Rights Commission. Only after the commission makes a determination on the case may an individual file a civil action in a district court.

State Revenue and Expenditures

The bill's expansion of an existing protected class is expected to have a minimal impact on state revenue and expenditures. To the extent additional civil penalties and filing fees are collected, state revenue subject to TABOR will increase. The bill may also increase workload as follows:

- in DORA to the extent that unfair or discriminatory practice complaints are filed with the CCRD;
- in the trial courts of the Judicial Department to the extent that additional civil cases are filed under the bill;
- in the Department of Personnel and Administration to the extent that state employees challenge employment decisions on the basis of discrimination; and
- in the Department of Law to provide legal services to state agencies.

The fiscal note assumes compliance with the law. Any increase is expected to be minimal and does not require a change in appropriations.

Local Government and School Districts

Similar to the state, to the extent that cases are brought against local government entities or handled by district attorneys, workload will increase. Workload may increase for schools to update rules to comply with state anti-discrimination laws.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature, and applies to conduct occurring on or after the bill's effective date.

State and Local Government Contacts

Education	Judicial	Law
Personnel	Regulatory Agencies	

The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit the [General Assembly website](#).