

**Senate Judiciary**

**04/14/2025 01:30 PM**

**HB25-1239 CO Anti-Discrimination Act**

**Typed Text of Testimony Submitted**

<b>Name, Position, Representing</b>	<b>Typed Text of Testimony</b>
<p>Heather Stauffer Amend Colorado Municipal League</p>	<p>Thank you, Mr. Chair and members of the committee. My name is Heather Stauffer, and I am here today on behalf of municipalities across Colorado to express our opposition to House Bill 25-1239.</p> <p>While we fully support the principles of fairness, inclusion, and protection against discrimination, we are concerned that this bill, as currently written, places an undue burden on public entities undermining the ability of municipalities to serve our communities equitably and effectively.</p> <p>We do appreciate all the work the proponents and sponsors have put into this bill and the amendments that are being offered today are good, and we look forward to continuing work with the proponents and sponsors.</p> <p>Cities and towns in Colorado are already working diligently to ensure accessibility and equity, but this bill significantly increases the risk of costly litigation without offering financial or technical support. The compensatory statutory fine of \$5,000 per aggrieved party, per violation, could financially devastate smaller municipalities that lack the budget to quickly implement necessary changes.</p> <p>Rather than exposing municipalities to excessive fines and lawsuits, we would ask the legislature to explore approaches that would better support accessibility efforts, particularly for small communities:</p> <ul style="list-style-type: none"><li>• Providing grant funding or technical assistance to municipalities and businesses to improve compliance.</li><li>• Encouraging mediation and remedies before litigation.</li></ul> <p>Colorado municipalities stand firmly against discrimination in all its forms, but HB 25-1239 creates unintended consequences that will hinder—not help—our ability to serve our residents effectively. We urge this committee to consider an approach and work with public entities on solutions that ensure fairness and accessibility without imposing unsustainable burdens on local governments.</p>

	<p>We respectfully request a NO vote on HB 25-1239 and look forward to working together on policies that promote equity without compromising local governance and economic stability. Thank you for your time and consideration.</p>
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April 13, 2025

Senate Judiciary Committee  
Colorado General Assembly  
200 E. Colfax Avenue  
Denver, CO 80203

RE: HB25-1239 – Colorado Anti-Discrimination Act

Dear Members of the Senate Judiciary Committee:

My name is Katharine Ebersberger and I represent the League of Women Voters of Colorado's legislative action committee. The League is a nonpartisan organization that influences public policy through education and advocacy. We have over 2200 members in 20 chapters throughout the state.

I am writing to express our support for HB25-1239.

The League of Women believes that government has a responsibility to provide equality of opportunity for all persons regardless of their race, color, gender, religion, national origin, age, sexual orientation, or disability.

Acts prohibiting discrimination against disabled individuals have made great improvements in their lives. Their greater access to public accommodations has made them more able to be included and involved in their communities. This has resulted in the public being more aware, sensitive, respectful, and accepting.

Colorado residents value equality of opportunity. When discrimination in public accommodations arises, disabled individuals should be entitled to the same legal remedies as individuals suffering from other types of discrimination. As federal remedies for discrimination against disabled people are eroded, Colorado must ensure that all individuals who suffer from discrimination, including disabled individuals, are entitled to recover obtain both economic and noneconomic damages.

We urge you to support HB1239.

Thank you for your consideration of this important issue.

Sincerely,

Katharine Ebersberger  
League of Women Voters of Colorado  
110 16th Street Mall  
Suite 1326  
Denver, CO 80202



James R. Potter  
1111 Red Feather Road  
Cotopaxi, Colorado 81223  
864-316-1058  
[jamesraymondpotter@gmail.com](mailto:jamesraymondpotter@gmail.com)  
April 14, 2025

Colorado Senate Judiciary Committee  
Colorado State Capitol  
200 E Colfax Ave, Room 112  
Denver, CO 80203

Subject: Written Testimony in Support of HB25-1239 the Colorado Anti-Discrimination Act

Honorable Chair Gonzales, Vice-Chair, Wiessman and Members of the Committee,

Thank you for the opportunity to provide written testimony in support of HB25-1239 the Colorado Anti-Discrimination Act. My name is James Potter, and I am an attorney and Board Member of the Colorado Foundation for Universal Health Care a 501(c)(3) organization dedicated to providing health care for all Coloradans. I write in support of this bill because it will strengthen protections against discrimination allowing our residents to fully participate in our society and prohibit their marginalization on the basis of disability, race, color, religion, national origin, gender identity and sexual orientation, in line with federal protections but with added state-specific clarity by offering more detailed and explicit protections against discrimination based on gender identity, sexual orientation, and other factors that might not have been clearly or adequately addressed in previous laws

The need for this bill is clear because as society progresses, there are more nuanced and varied ways discrimination can occur. HB25-1239 makes sure that state law is keeping up with these changes and offers stronger, more comprehensive protections for individuals who may otherwise face significant barriers in addressing discriminatory practices.

The bill includes a centralized, accessible platform where individuals can file discrimination complaints related to employment, housing, public accommodations, and other areas protected by the law. It will make it simpler for people to report issues, rather than navigating a complex web of state and federal agencies. The bill streamlines the process for submitting complaints by allowing online submissions and phone support.

In cases that do end up in court, the bill clarifies the legal process by providing specific guidance

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Written Testimony in Support of HB25-1239 the Colorado Anti-Discrimination Act

on how discrimination claims should be handled in court, making it easier for victims to pursue legal action and for the courts to rule on such cases in a timely manner.

Finally, we support this bill because it enhances the ability of individuals to seek legal remedies, such as suing for damages, requesting injunctive relief, and/or civil fines while also allowing for prompt mediation and settlement of disputes. These legal tools offer more avenues for justice, making it easier for people to hold discriminatory actors accountable and provide equitable resolutions for all involved.

Sincerely,

A handwritten signature in black ink, appearing to read "James R. Potter". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

James R. Potter, Board Member

## Testimony for HB 25 1239

Thank you Chair Gonzales, Vice Chair Weissman, and esteemed members of Senate Judiciary. Thank you Senator Weissman and Senator Daughterty for bringing this bill. My name is Michael Neil and I rise in strong support of HB 25-1239 on behalf of Colorado Cross-Disability Coalition and myself. The consolidation of penalties for discrimination in places of public accommodation or a violation of their civil rights with the general protections under the Colorado anti-discrimination act (CADA) for all protected classes is deeply important to me. Even when many stores, such as Left Hand Books in Boulder, are deeply sorry for being inaccessible, we should not allow a lack of access to remain unanswered thirty-years after the federal Americans with Disabilities Act was passed. The allowance of monetary damages, especially to larger spaces of public accommodation is welcome, but so is the provision that states that “A defendant that cannot correct the violation in 30 days but shows good faith effort to correct the violation may be allowed up to 3 additional 30-day periods to correct the violation and be entitled to the 50% reduction of the cap on a noneconomic loss or injury award. An award of damages for noneconomic loss or injury is capped at \$50,000, and if a defendant is a small business, it is entitled to a 50% reduction of the cap on a noneconomic loss or injury award if it corrects the violation within 30 days of the complaint being filed and did not knowingly or intentionally make or cause to be made the violation.” I do not seek to punish small businesses or those who make a good faith effort to expand access, but a lack of access is a lack of inclusion in one’s community and this cannot be allowed this far out from a bill like the ADA. I ask for an aye vote on HB 25 1239.