



COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division



ANNUAL REPORT 2024

<http://ccrd.colorado.gov>

The Honorable Jared Polis, Governor
Patty Salazar, Executive Director, Department of Regulatory Agencies
Aubrey C. Sullivan, Director, Colorado Civil Rights Division

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COLORADO CIVIL RIGHTS DIVISION DIRECTOR



Dear Coloradans:

I am honored to share the Colorado Civil Rights Division (CCRD) and Colorado Civil Rights Commission (CCRC) Annual Report for the 2023-2024 fiscal year.

As Director, I am charged with overseeing the day-to-day operations of the Colorado Civil Rights Division, which is charged with enforcing Colorado's anti-discrimination laws in the areas of employment (Colorado Revised Statutes § 24-34-402), housing (Colorado Revised Statutes § 24-34-502), and places of public accommodation (Colorado Revised Statutes § 24-34-602). CCRD investigates complaints of discrimination in the areas of employment, housing, and places of public accommodation based on an individual's protected class status, such as sex, disability, sexual orientation, race, color, religion, national origin, age, or marital status to ensure a Colorado for all.

CCRD works in cooperation with federal and local agencies, such as the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development/Office of Fair Housing and Equal Opportunity (HUD/FHEO), as well as community-based organizations that promote and protect civil rights. We continually invite partnerships with community organizations across the state to provide outreach and education to expand awareness about the rights and responsibilities of individuals, businesses, and organizations as defined in the Colorado Anti-Discrimination Act (CADA).

To learn more about the Division and Commission beyond what is shared in this annual report, we encourage you to visit our new website: ccrd.colorado.gov.

Regards,

A handwritten signature in black ink that reads "Aubrey C. Sullivan, Esq.".

Aubrey C. Sullivan, Esq., Director
Colorado Civil Rights Division

CCRC & CCRD Overview

Working Together to Help Serve Coloradans

The Colorado Civil Rights Division (CCRD) is charged with the enforcement of the Colorado Anti-Discrimination Act (CADA). CADA prohibits discrimination based on protected class in employment, housing, and places of public accommodation. The CCRD enforces CADA primarily through investigating complaints of discrimination, but also through mediation and education.

Civil Rights Commission

The Colorado Civil Rights Commission is a seven-member, bipartisan board appointed by the Governor of Colorado pursuant to the Colorado Anti-Discrimination Act (CADA) C.R.S. § 24-34-303. As defined by state law, the Commission is composed of members representing various political parties, the community at large, businesses, representatives from labor organizations, and groups historically marginalized and discriminated against. The members come from regions across the State of Colorado.

Functions of the CCRC

The Commission reviews appeals of cases investigated and dismissed by the Civil Rights Division; conducts hearings involving illegal, discriminatory practices; initiates investigations regarding discrimination issues with broad public policy implications; is available to advise the Governor and General Assembly regarding policies and legislation that address discrimination; and adopts and amends rules and regulations that provide standards and guidelines regarding the State statutes prohibiting discrimination.



DEFINITIONS

Places of Public Accommodation

Coloradans are entitled to the full and equal enjoyment of all goods, services, facilities, privileges, advantages, or accommodations offered to the public, regardless of protected class.

Places of public accommodation are generally defined as any place of business offering goods, services, facilities, or accommodations to the public. Places of public accommodation include educational institutions and public buildings.

It would be a discriminatory action for a place of public accommodation, directly or indirectly, to refuse, withhold from, or deny to an individual or a group the full and equal enjoyment of the goods, services, facilities, privileges, advantages, of the public accommodation based on that person or groups' protected class. Places of public accommodation are also prohibited from publishing, circulating, issuing, displaying, posting, or mailing any discriminatory advertisement.

Fair Housing

Fair housing laws were enacted to ensure everyone has equal access to the housing of their choice. Fair housing laws apply to housing providers (landlords), but also real estate brokers, mortgage lenders, homeowner associations, and others.

Employment

Employers in Colorado are prohibited from discriminating against employees based on their protected class. The CCRD investigates allegations of employment discrimination.

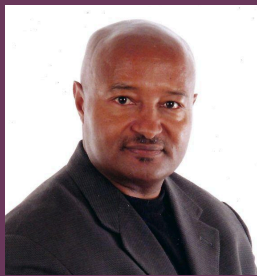
Protected Classes

A protected class is a group of people who share a specific common identity or characteristic (such as race or sex) and who are legally protected from discrimination on the basis of that characteristic.

To learn more about what protected classes are included please visit the [Civil Rights website](#).

COLORADO CIVIL RIGHTS COMMISSION

COLORADO CIVIL RIGHTS COMMISSIONERS



Geta Asfaw



Sergio Raudel Cordova



Charles Garcia



Mayuko Fieweger



Cherylin Penniston



Jeremy Ross



Daniel Ward



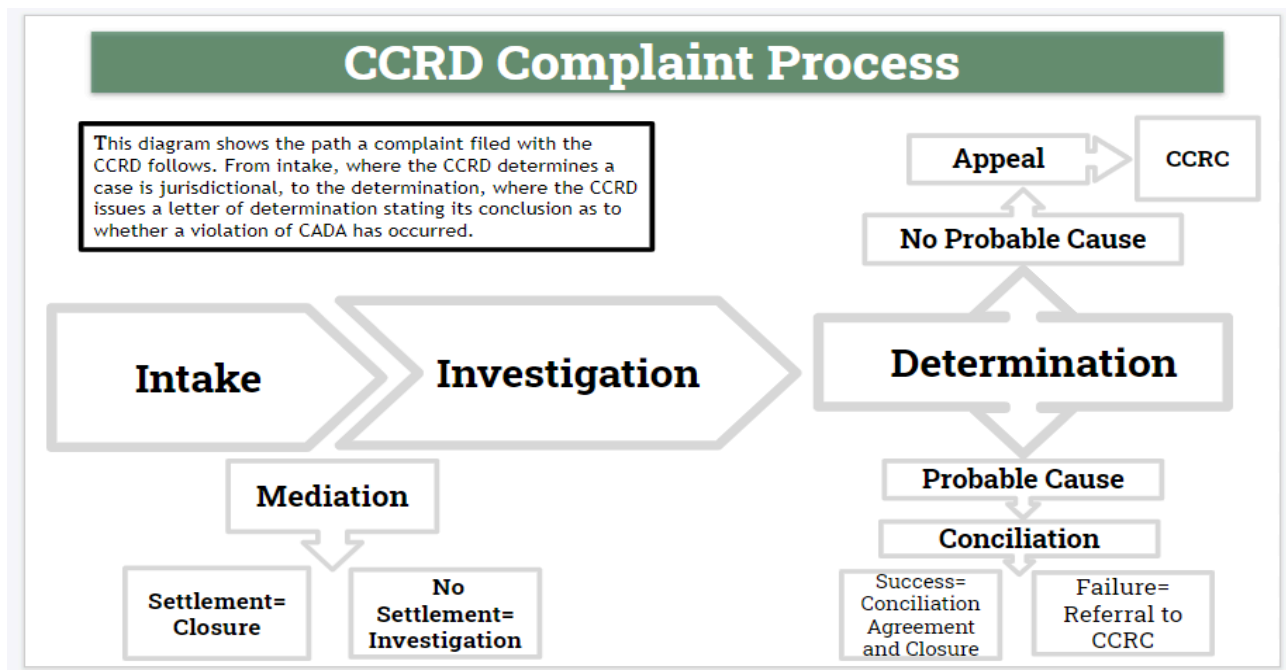
Civil Rights Division

The Colorado Civil Rights Division (Division or CCRD) is a neutral, fact-finding administrative agency. CCRD investigates charges of discrimination that allege violations of the Colorado Anti-Discrimination Act in employment, housing, and places of public accommodation. CCRD also provides civil rights education to the community and mediation and alternative dispute resolution services to resolve civil rights claims.

CCRD Investigative Process

After a complaint is filed, an investigation is initiated. During the investigation, the Division collects documentary evidence, witness interviews, affidavits, comparative information, and any other evidence relevant to the complaint. Once the investigation is completed, the Division Director or her designee decides whether sufficient evidence exists to support the allegations of discrimination.

If the decision is that no discrimination occurred, a Complainant may appeal to the Commission. If the Division finds that discrimination occurred, the statute requires that the Division attempt to settle the matter with the parties through a mandatory mediation conference called conciliation. The Commission determines whether to set the case for an adjudicatory administrative hearing if conciliation is unsuccessful.



ALTERNATIVE DISPUTE RESOLUTION (ADR)

The Division offers Alternative Dispute Resolution (ADR) as a time and cost savings alternative to investigation and litigation.

This mediation program is voluntary and provided at no cost to the parties. The process benefits the parties by allowing open discussion and resolution before initiating the Division's investigative process. During the Division's ADR process, a formal meeting is held with the parties. A Division mediator acts as a neutral intermediary to assist the parties in reaching a settlement. As previously discussed, the ADR unit also conducts compulsory mediation (conciliation) as required by statute after probable cause is found in a case.

The division has increased the total value collected from ADR settlements by 73% from FY 22-23. For example, last fiscal year, the total value collected from settlements was \$2,666,595, versus the FY 23-24 value of \$4,639,422.27.

ADR Mediations and Conciliations Completed FY 23-24

Mediations			Conciliations			Total		
Total	Settled	Value	Total	Settled	Value	ADR	Settled	Value
615	181	\$3,989,647	66	23	\$649,775	681	204	\$4,639,422



CASES COMPLETED

Cases are closed under a number of circumstances, including probable cause/no probable cause finding, successful mediation, closed following hearing, lack of jurisdiction, right to sue issued, and withdrawal or administrative closure. The following chart demonstrates the number of cases that the Division closed in the fiscal year 2023-2024.

Area of Jurisdiction	FY 23-24				
Finding	Probable Cause	No Probable Cause	Mixed Probable Cause	No Jurisdiction	Administrative Closure
Employment	19	475	25	12	681
Housing	11	147	5	0	51
Public Accommodations	15	94	1	0	42
Totals	45	716	31	12	774



APPEALS

Complainants may appeal a no probable cause decision to the Commission within ten days. Commission members will affirm and attest that, while reviewing and considering the matters on appeal, they considered all the factors necessary to make a determination on the appeals before them. The following are the number of appeals filed with the Commission for fiscal year 2023-2024.

Fiscal Year	Employment	Housing	Public Accommodations	Total
FY 23-24	32	34	11	107

OUTREACH AND EDUCATION

Through its outreach and education program, the Division raises public awareness of civil rights issues and knowledge of laws prohibiting discrimination in employment, housing, and places of public accommodations in Colorado.

In Fiscal Year 2023-2024, the CCRD continued a robust schedule of outreach and education by offering monthly training webinars for each case type. Training on anti-discrimination laws throughout Colorado was made more accessible by providing digital courses to participants from the Front Range, the Western Slope, and the Eastern Plains. These classes provided a general overview of CCRD, CADA, and the investigative process. This fiscal year, the division continued to expand education in a series of free webinars on discrimination based on protected classes, including CCRD 101: Based on Race/Color, CCRD 101: Based on Disability (Mental/Physical), and CCRD 101: Based on Sexual Orientation/Gender Identity/Gender Expression and Retaliation 101. We will continue to create additional webinars during the upcoming fiscal year.



Training and Outreach Events throughout Colorado

Fiscal Year	Trainings	Trainings as part of a Settlement	Outreach Events	Total
FY 23-24	96	91	162	258

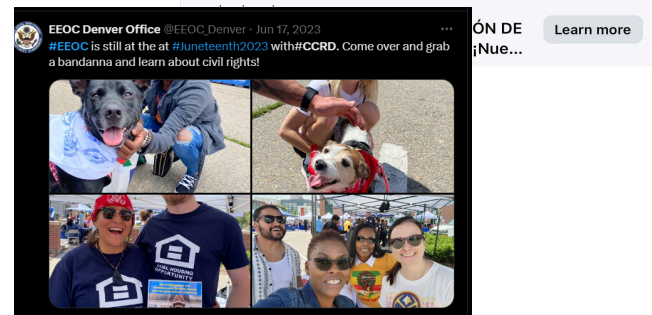
The Outreach and Education team created and published an instructional video about the CCRD complaint process, and how potential violations of CADA are processed with the division. This [video](#) is hosted on our website and highlights the various stages in the complaint process, including the intake process, the ADR process, the investigation process, and the determination and appeal processes. Additionally, the Division has partnered with Univision and Unimás affiliate Entravision Communications to provide outreach and education in Spanish throughout the state via live social media [interviews](#), reaching over 1.5 million viewers.

With support, we created multi-media packages to further educate the public about housing discrimination, such as radio advertisements, television commercials, e-newsletters, social media postings, public transit videos, bus queen advertising, and 44 regional public transit kiosk videos, with a result of 8.8 million impressions. We have continued to work with key stakeholders, including federal, state, and local government agencies, academic institutions, non-profit organizations, and community groups. Alongside federal EEOC partners, the Division participated in various community events, such as Denver Pride, Cinco De Mayo, Juneteenth, the Colorado Dragon Boat Festival, and the Westwood Chile Fest.



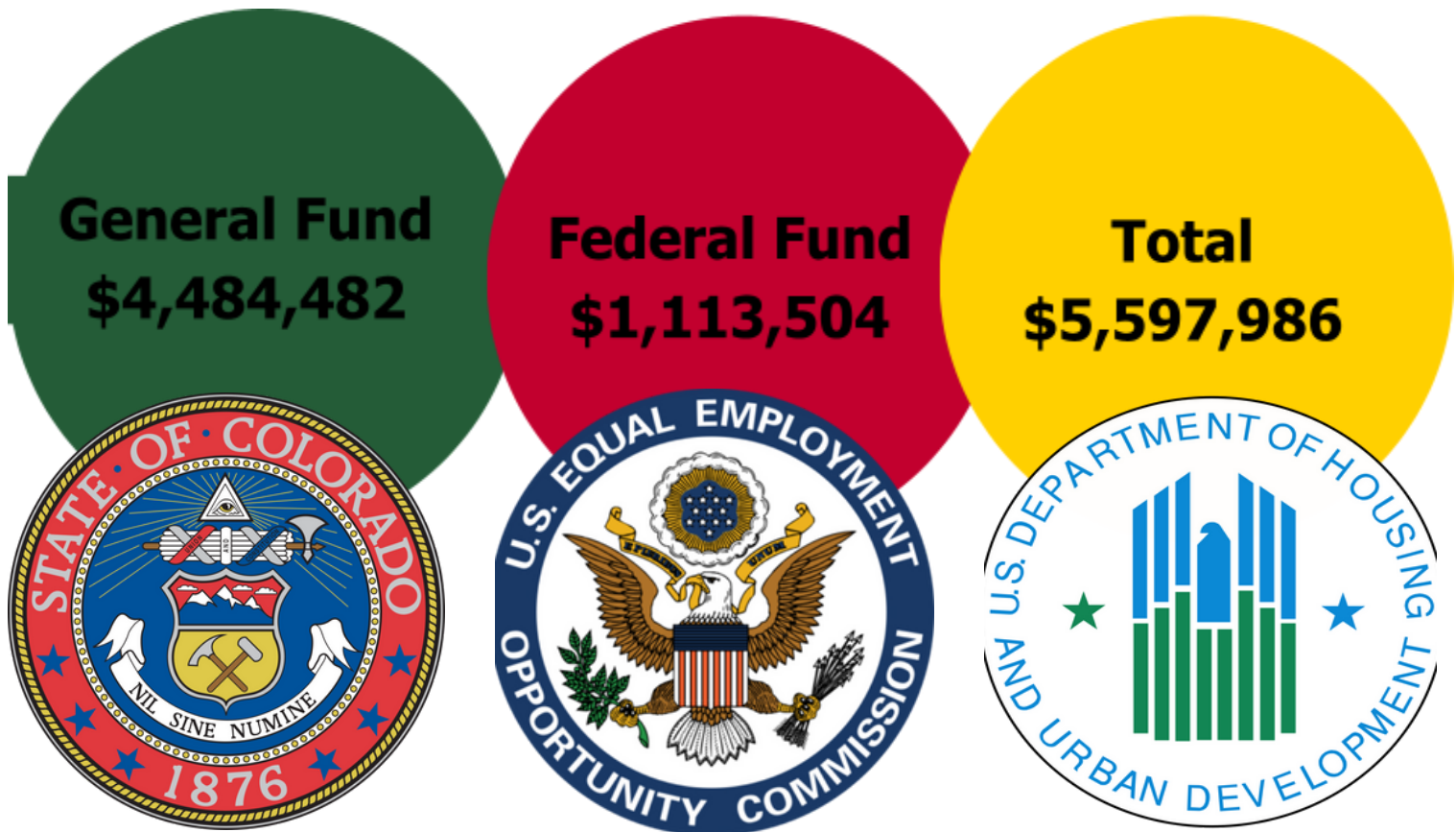
ColoradoYa was live.
Oct 26, 2023 · 🌐

Entérese de qué es la CCRD o DIVISIÓN DE DERECHOS CIVILES DE COLORADO
¡Nuestros invitados nos contarán todo lo que necesitamos saber!



CCRD BUDGET FY 23-24

The Civil Rights Division is partially funded by the State of Colorado's General Fund. Contractual agreements with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission also support the Division's work. Under the agreements, when Colorado and the federal government share jurisdiction, the Division conducts investigations on behalf of the federal government, avoiding duplicative effort and allowing for a more efficient and effective use of resources.



ENFORCEMENT

PROTECTED CLASSES IN COLORADO

Complainants file cases with the Division alleging discrimination based on membership in a protected class. A 'protected class' is a designation provided to groups sharing a common characteristic that legally protects them from discrimination based on that characteristic. The Colorado Anti-Discrimination law falls under Title 24 of the Colorado Revised Statutes.

Age (40+) *	Marital Status	Retaliation
Ancestry	Marriage to a Coworker *	Sex
Color	National Origin	Sexual Orientation
Creed	Pregnancy *	Gender Identity/Expression
Disability	Race	Source of Income **
Familial Status (includes pregnancy) **	Religion ***	Veteran/Military Status **

*Employment Only

**Housing Only

***Employment and Housing Only

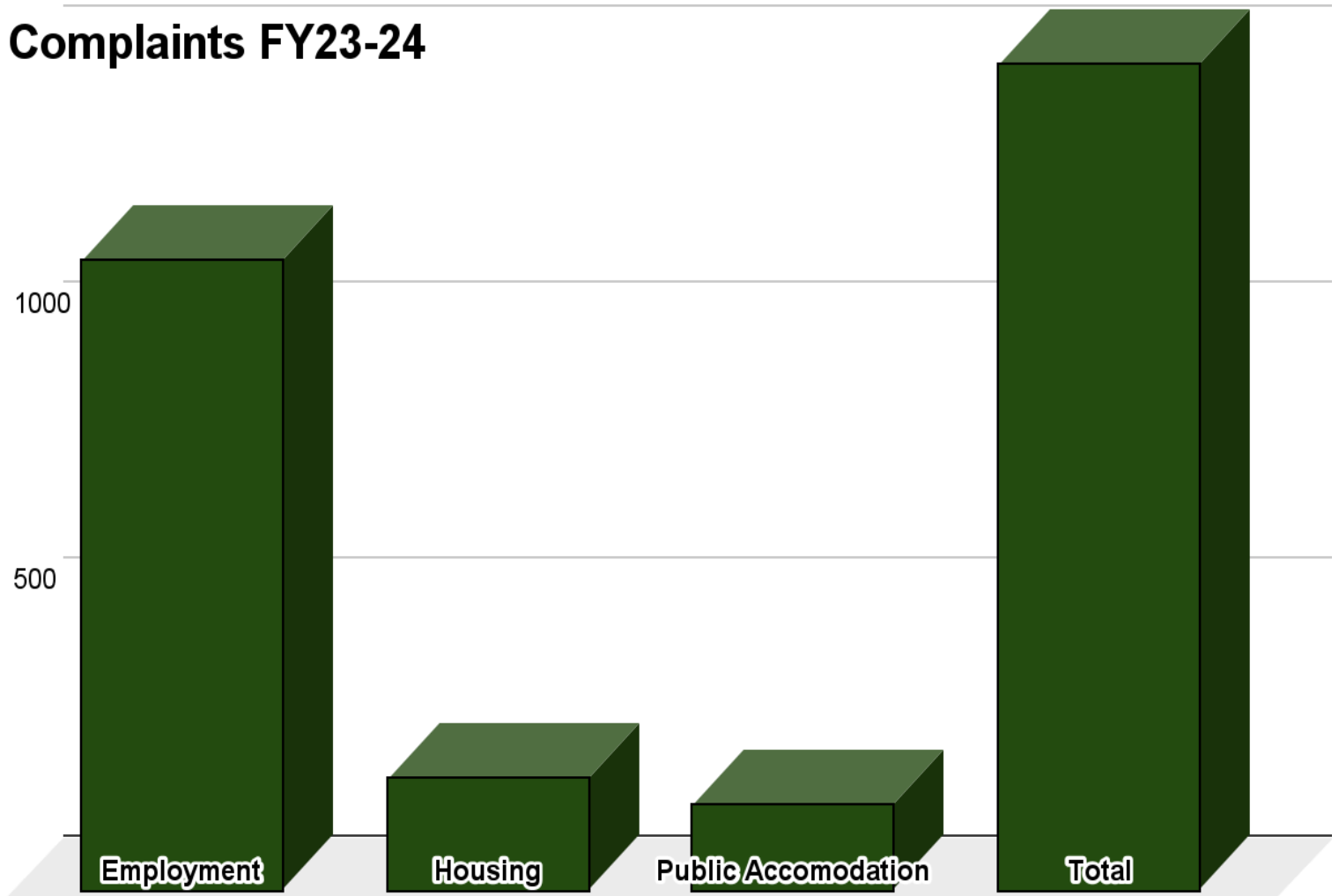


Complaints Filed with CCRD

Fiscal Year	Employment Charges Filed	Housing Charges Filed	Public Accommodations Charges Filed	Total Charges Filed
FY 23-24	1457	202	133	1792

Case Type

Complaints FY23-24



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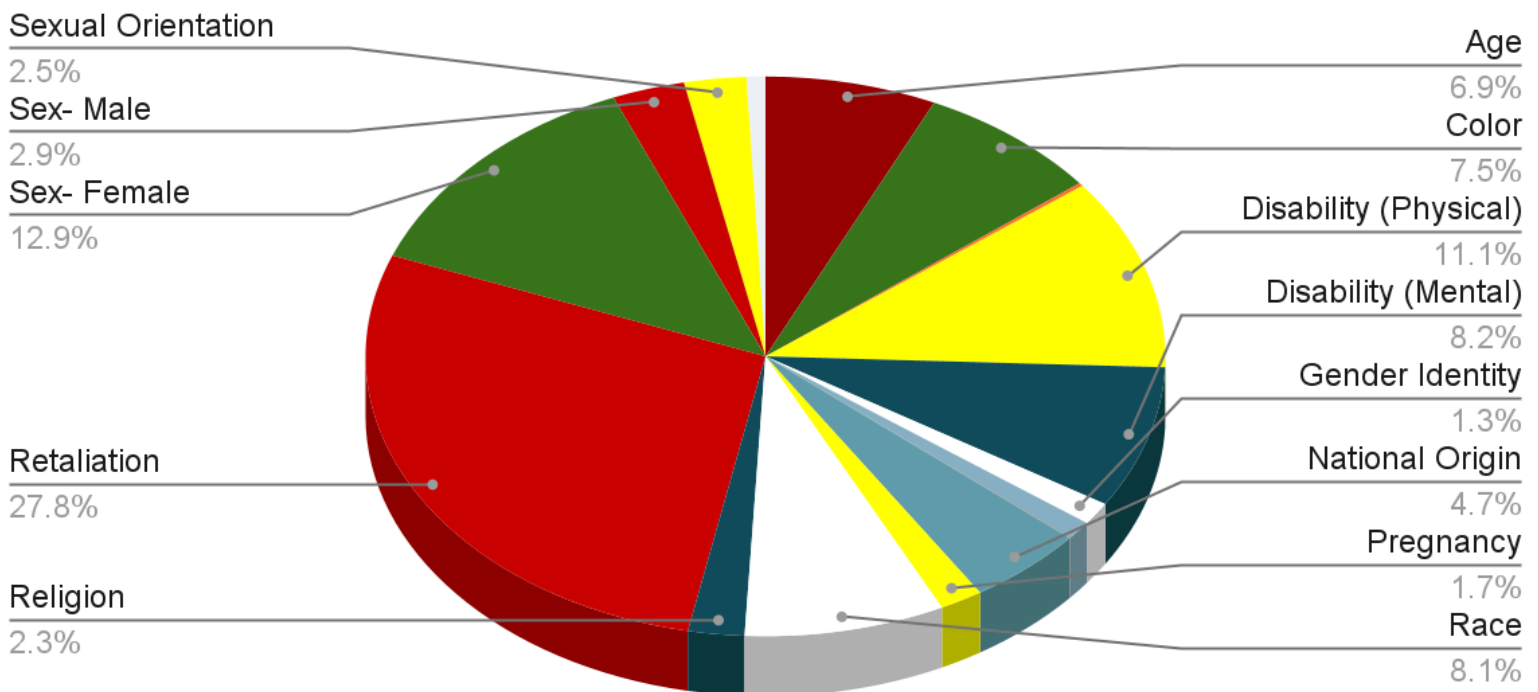
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Employment Discrimination

Cases filed in FY 2023-24: Based on Protected Class

FY23-24



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SIGNIFICANT EMPLOYMENT CASES

Persons with Mental/Physical Disabilities: Reasonable Accommodations

The Division issued a mixed probable cause finding in a set of companion cases in which the Division found that the Complainant was denied a reasonable accommodation, discriminated against in the terms or conditions of her employment, suspended, and constructively discharged based on her disability and/or in retaliation for engaging in protected activity. The Division also found that two Respondent employees aided and abetted the discrimination against the Complainant. The Complainant was denied a disability accommodation when the Respondent denied her request to work from home three days a week. The Respondent subjected the Complainant to unequal terms and conditions of employment when it required her to undergo a psychological fitness for duty evaluation and suspended her while the evaluation was pending. The Complainant was constructively discharged when the Respondent took deliberate action, such as requiring her to undergo a psychological fitness for duty evaluation, that made or allowed her working conditions to become so intolerable that a reasonable person would have felt compelled to resign. Finally, the Complainant was retaliated against for engaging in protected activity when she was denied a reasonable accommodation, forced to submit to a psychological fitness for duty evaluation, subjected to unequal terms and conditions of employment, disciplined, suspended, and constructively discharged. After the determination was issued in this case, the parties participated in conciliation, which was unsuccessful, and the Complainant was subsequently issued a Notice of Right to Sue.



Unequal Terms and Conditions of Employment

The Division issued a probable cause finding in a case in which a Complainant was subjected to unequal terms and conditions of employment by the Respondent based on his marital status (common law marriage). The Complainant was initially denied healthcare coverage for his spouse by the Respondent in accordance with their policy regarding benefits, which excluded domestic partnerships, common law marriages and civil unions.



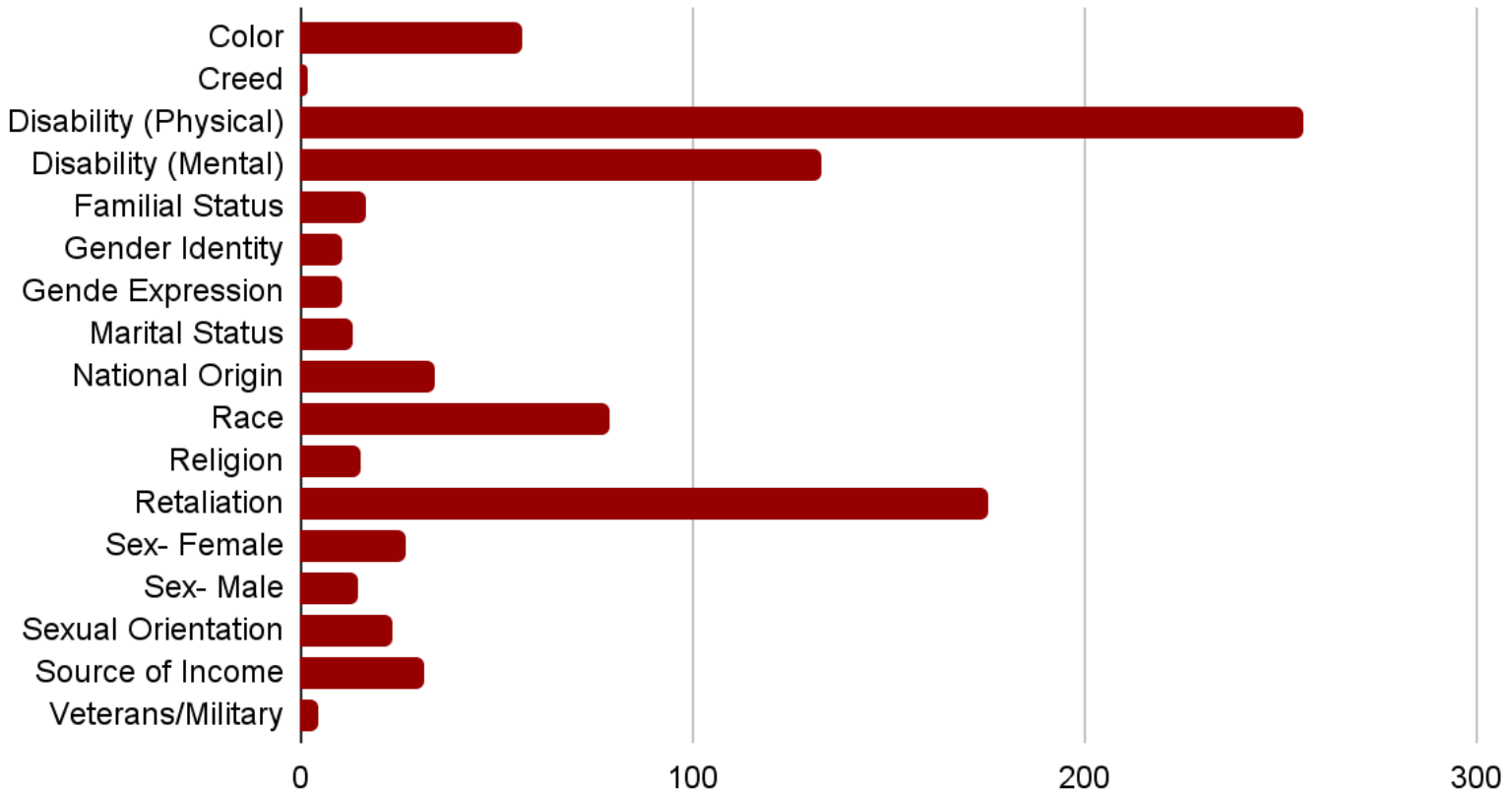
The Respondent denied the Complainant's allegations of discrimination and averred that the Complainant and his spouse did not experience any adverse effects due to its policies regarding its Employee Benefit Plan, which it had been updating to comply with Colorado law. The Division's investigation determined that the Respondent's actions gave rise to an inference of unlawful discrimination based on the

Complainant's marital status (common law marriage). After the determination was issued in this case, the parties participated in conciliation, which was successful.

Housing Discrimination

Cases filed in FY 23-24: Based on Protected Class

Housing Cases



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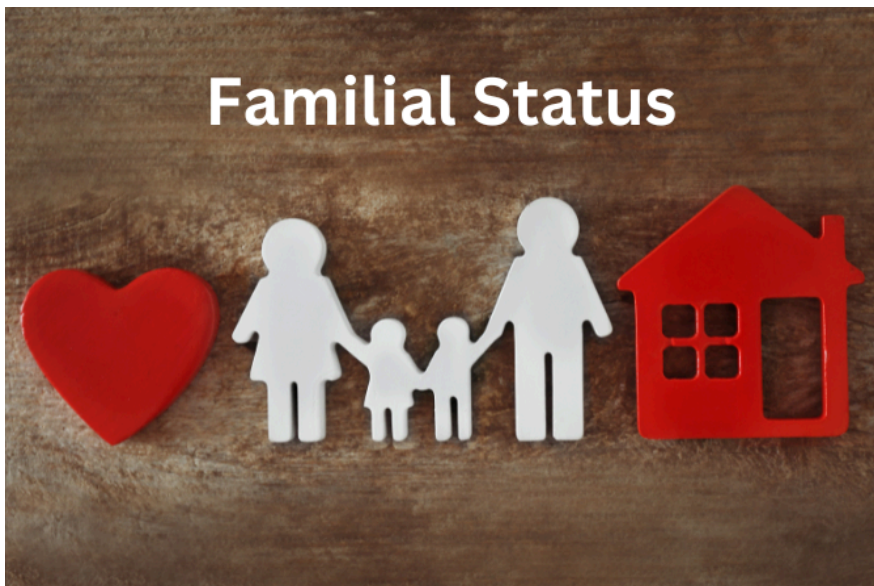
SIGNIFICANT HOUSING CASES

Protected Class: Familial Status

The Complainant alleged failure to rent based on familial status and source of income, a new protected class recently added to CADA. The Complainant is a certified foster parent. The Division's

investigation confirmed that the Respondent stated that they viewed being a foster parent as "running a business" and were concerned about the liability of having "unattended children at the subject property." Furthermore, the Respondent refused to count any prospective income that the Complainant may have garnered from fostering the child(ren) towards the monthly income requirements for rental at the subject property. The Respondents did not deny that they made these statements or that they denied the Complainant rental

because of her source of income and familial status. Following our probable cause finding, the Division was able to successfully conciliate the case through its ADR unit. "Source of Income" is defined as any source of money paid directly, indirectly, or on behalf of a person, including income from any lawful profession or any government or private assistance, grant, or loan program."



Emotional Support Animals



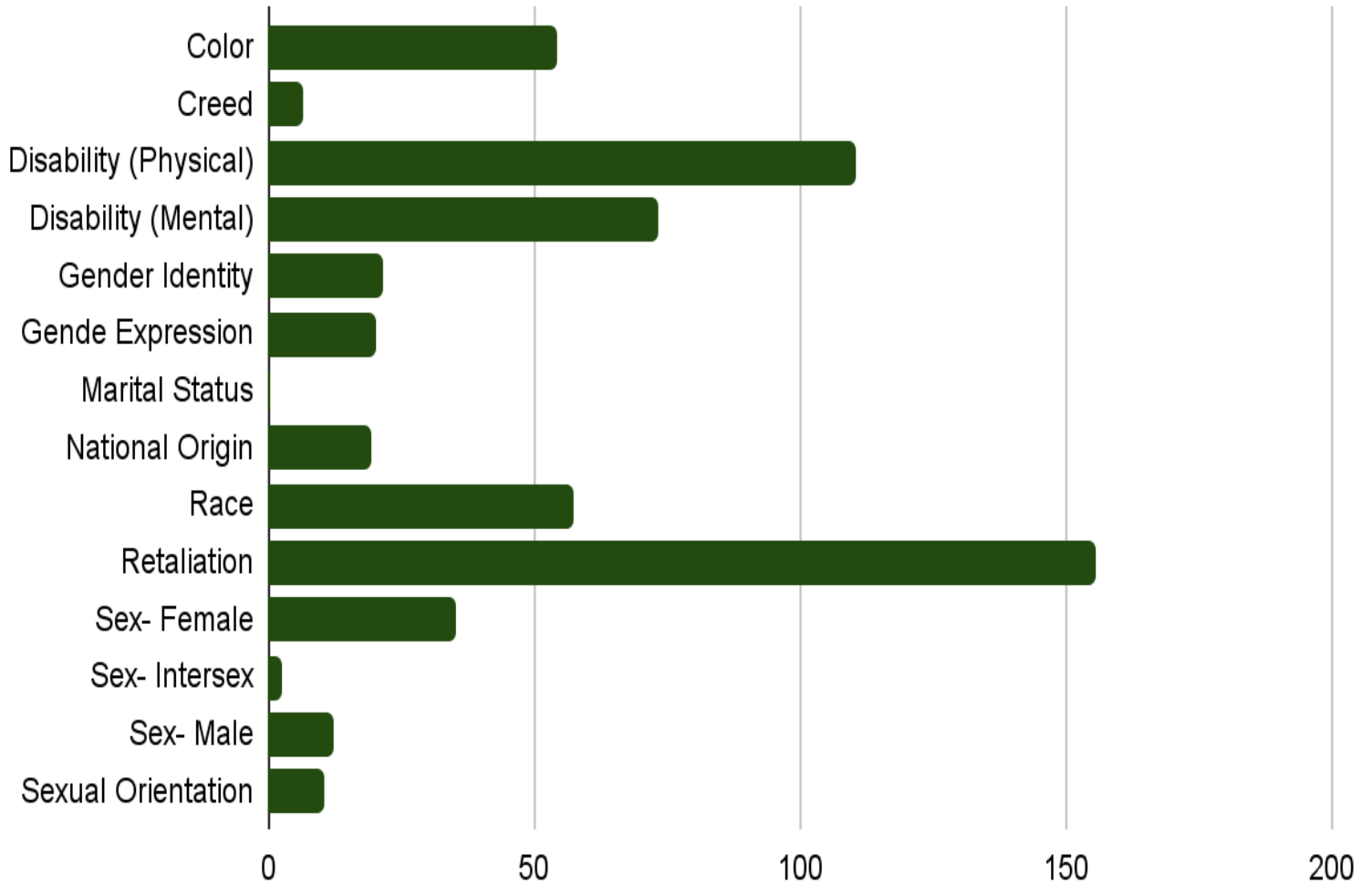
In another housing case, the Complainant filed a complaint against the Respondent, alleging refusal to provide a reasonable accommodation and subjecting the Complainant to unequal terms and conditions of housing due to his disability. Specifically, the Complainant requested a reasonable accommodation for an emotional support animal (ESA), a dog. The Respondent is a nationwide housing provider, operates in 15 states, and manages over 100,000 rental units. As such, they had developed a centralized process for reasonable accommodation requests to streamline and standardize the process across all its properties.

The Division's investigation found that the Respondents required the Complainant to complete a specific form when requesting the

accommodation for the ESA. The form also asked the Complainant and their health care provider to disclose information regarding the Complainant's disability, which was not necessary for the Respondent to know in order to approve or deny the accommodation request. Instead of completing the form, the Complainant provided the Respondent with two separate letters from his healthcare provider regarding his need for an ESA. Because the Respondent's specific form was not completed, the Complainant's accommodation request was denied. The Division found that discrimination occurred because a housing provider cannot require a requestor to utilize a specific form to make an accommodation request. Following the Division's probable cause finding, the case was set for an administrative hearing in front of an Administrative Law Judge at the Office of Administrative Courts.



Public Accommodations



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SIGNIFICANT PUBLIC ACCOMMODATIONS CASES

Protected Class: Sexual Orientation

The Division issued a probable cause finding in a set of companion cases in which the Complainants were denied the full and equal enjoyment of the Respondent's services, privileges, and advantages because of their sexual orientation, engagement in protected activity, and/or association with members of a protected class.

The Complainants were denied the full and equal enjoyment of the Respondent's place public accommodation when they were subjected to homophobic text messages, charged for services before the completion of such services, unlike other similarly situated customers, and denied complete and timely information about services rendered.

After the determination was issued in this case, the parties participated in unsuccessful conciliation, and the Complainants were subsequently issued a Notice of Right to Sue.



Protected Class: Gender Identity/Gender Expression/Sex



The Division issued a probable cause finding in a case in which a Complainant was denied the full and equal enjoyment of the Respondent's place of public accommodation based on her gender identity (transgender woman), gender expression (female), and/or her sex (intersex). After the Complainant arrived at the Respondent's facility for urine collection as required by the conditions of her probation, and after presenting her driver's license indicating her sex as female, the Complainant was assigned a female collection monitor. When the monitor observed the Complainant's genitalia, the monitor ended the collection process and required the Complainant to produce her urine sample in the presence of a male monitor while standing at a urinal, despite her objections. The Division's investigation determined that the Respondent's actions gave rise to an inference of unlawful discrimination based on the Complainant's gender identity (transgender woman), gender expression (female), and/or her sex (intersex), and the Respondent's refusal to provide her with equal goods, services, benefits, or privileges she sought. After the determination was issued in this case, the parties participated in conciliation, which was unsuccessful, and the Complainant was subsequently issued a Notice of a Right to Sue.

HISTORY OF CIVIL RIGHTS IN COLORADO

1876

The Colorado Constitution was ratified after 100 Black men demanded and were given the right to vote.

1893

Colorado expanded its laws and granted women the right to vote.

1895

The Colorado General Assembly passed the Public Accommodations Act prohibiting discrimination on the basis of race or color.

1917

Discriminatory advertising was added to the prohibitions contained in the 1895 Public Accommodations Act.

1951

The General Assembly passed the Colorado Anti-Discrimination Act creating the Fair Employment Practices Division, attached to the state's Industrial Commission, forerunner of the Colorado Department of Labor and Employment. The Division's mission was to research and provide education regarding employment discrimination and conduct hearings regarding job discrimination cases involving public employers; however, the agency was given no compliance or enforcement powers.

1955

Lawmakers gave the agency independence when they renamed it the Colorado Anti-Discrimination Commission, detached it from the Industrial Commission, and gave it enforcement authority over public agencies.

1957

The General Assembly repealed an existing statute that prohibited interracial marriage and made the Commission a full-fledged agency when it added private employers with six or more employees to its jurisdiction and charged the Commission with enforcing the 1895 Public Accommodations Act.

1959

Colorado passed the nation's first state fair housing law to cover both publicly assisted and privately financed housing and added it to the Commission's jurisdiction.

1965

The Colorado legislature renamed the agency the Colorado Civil Rights Commission.

1969

Sex was added as a protected status under Colorado's fair housing law.

1973

Marital status was added as a protected status under Colorado's fair housing law.

1977

Physical disability was added as a protected status under Colorado's anti-discrimination laws.

1979

The Colorado Civil Rights Commission passed its first Sunset Review and was placed under the Department of Regulatory Agencies. The legislature also consolidated the state's civil rights laws into a single set of statutes and imposed a time limit (180 days) on the agency's jurisdiction.

1986

The General Assembly amended the state's fair employment statutes to include age (40-69 years) as a protected status.

1989

A second Sunset Review left the Commission and the Division with stronger enforcement authority when legislators amended the statutes as follows:

- Granted the Director subpoena power in the investigation of housing cases,
- granted the Commission power to award back pay in employment cases and actual costs to obtain comparable housing in housing cases,
- added mental disability and marriage to a co-worker as protected classes in employment,
- required complainants to exhaust administrative remedies before filing a civil action in employment cases,'
- made retaliation for testifying in a discrimination case illegal, and
- made mediation mandatory after a finding of probable cause.

1990

Legislators amended Colorado's fair housing statutes to meet the federal requirement for "substantial equivalency," as follows:

- prohibited discrimination based on familial status (families with children under age 18),
- required builders of new multi-family dwellings to meet seven specific accessibility standards,
- required landlords to make "reasonable modifications" for persons with disabilities, including permitting disabled tenants to make structural changes at their own expense,
- gave parties to housing discrimination cases the option of having their case decided in a civil action rather than a hearing before an administrative law judge,
- gave courts or the Commission power to assess fines and award actual and compensatory damages in housing cases,
- gave title companies, attorneys, and title insurance agents power to remove illegal covenants based on race or religion,
- added mental disability as a protected status under Colorado's fair housing law.

- In employment cases, the legislature prohibited any lawful off-premises activity as a condition of employment, with sole recourse through civil suits (dubbed the “smoker’s rights” bill).

1991

The legislature gave the Director of the Colorado Civil Rights Division subpoena power in employment cases.

1992

Legislators fine-tuned the State’s fair housing law to meet certain federal equivalency requirements as follows:

- prohibited “blockbusting” and discriminating in the terms and conditions of real estate loans and
- excluded persons currently involved in the illegal use of or addiction to a controlled substance from the definition of mental disability.

1993

The time limit for processing charges was extended from 180 days to 270 days, with the provision of a 180-day right-to-sue request.

1999

Colorado Civil Rights Division’s third legislative Sunset Review left the agency with two new statutory mandates:

- gave jurisdiction to the agency for workplace harassment cases without economic loss,
- authorized to intervene in intergroup conflicts, and offered voluntary dispute resolution services.

2000

The U.S. Courts of Appeals for the 10th Circuit, in *Barzanji v. Sealy Mattress Co.*, issued an opinion in a case initially filed with the Division. The opinion placed additional limitations on the concept of “continuing violations” and reaffirmed that the date of notification of adverse employment action is the correct date of record for purposes of measuring jurisdictional filing deadlines.

2007

The legislature added sexual orientation, including transgender status, as a protected class in employment cases.

2008

The legislature added sexual orientation, including transgender status, as a protected class in housing and public accommodation cases but excluded churches and other religious organizations from jurisdiction under the public accommodation statute.

2009

The Colorado Civil Rights Division’s fourth legislative Sunset Review left the agency in place with three new statutory mandates:

- gave jurisdiction to the agency for claims involving terms and conditions of employment;

- allowed the Civil Rights Commission to initiate complaints; and
- extended the Division's subpoena authority.

2013

The state legislature passed the *Colorado Job Protection and Civil Rights Enforcement Act of 2013*, which the Governor signed on May 6, 2013. Effective January 1, 2015, the Act expands the remedies a plaintiff may claim in a lawsuit in which intentional employment discrimination is proven to include attorneys' fees, compensatory and punitive damages, and front pay. Additionally, effective January 1, 2015, the Act permits age claims to be made by employees aged 40 years and over, with no ceiling as to the maximum age an individual may be to bring a claim of age discrimination.

2016

The state legislature passed the *Pregnancy Workers Fairness Act of 2016*, signed by the Governor on June 1, 2016, and went into effect on August 10, 2016. This Act requires employers to provide reasonable accommodations to pregnant workers and applicants, as well as conditions related to pregnancy, such as recovery from childbirth. If an employee/applicant requests an accommodation related to pregnancy/childbirth, the employer must engage in an interactive process with the employee/applicant and provide reasonable accommodations to perform the essential functions of the position unless the accommodation would pose an undue hardship on the employer's business.

2018

The Colorado Civil Rights Division's fifth legislative Sunset Review left the agency in place with three new statutory mandates:

- Modified Commission membership to include three business representatives, three members representing Colorado workers, and one at-large member.
- Required the state auditor to complete a performance audit of the division and commission by December 15, 2019, and by December 15, 2024, and to present the audit reports and recommendations to the legislative audit committee.
- Allowed Senate rejection of Commission appointments.

2019

The Colorado General Assembly passed SB19-085, the "Equal Pay For Equal Work Act." The act removes the authority of the director of the Division of Labor Standards and Statistics in the Department of Labor and Employment (director) to enforce wage discrimination complaints based on an employee's sex. Instead, it authorizes the director to create and administer a process to accept and mediate complaints of, and provide legal resources concerning, alleged violations and to promulgate rules for this purpose. An aggrieved person may bring a civil action in district court to pursue remedies specified in the act. The act does not amend the Colorado Anti-Discrimination Act but draws attention to wage discrimination based on sex and allows a remedy outside of the CCRD to address such complaints.

The Colorado House and Senate each pass resolutions designating April 2, 2019, as “Equal Pay Day” in Colorado and, in connection in addition to that, acknowledge the persistent problem of wage disparity.

2020

The Colorado General Assembly passes the *"Creating a Respectful and Open World for Natural Hair Act of 2020"*, also known as the "CROWN Act of 2020." The CROWN Act amended the Colorado Anti-Discrimination Act ("CADA"), among other statutes, to address discrimination based on natural hair or hairstyles commonly or historically associated with race. Governor Polis signed the bill into law on March 6, 2020, and the CROWN Act was enacted on September 13, 2020. On June 3, 2024, Governor Polis signed an addendum adding hair length that is commonly or historically associated with race to the list of traits associated with one's race.

The Colorado General Assembly passed *"An Act concerning the prohibitions on discrimination in housing based on source of income."* This act was amended and added to CADA to recognize “source of income” as a protected class in housing. This means that covered housing providers cannot discriminate against a potential tenant based on his or her “source of income,” which is defined as “income derived from any lawful profession or occupation; and income or rental payments derived from any government or private assistance, grant, or loan program.” The act amended CADA at C.R.S. 24-34-501 (4) and (4.5). The source of income protection in housing became effective January 1, 2021.

2023

Protecting Opportunities and Workers’ Rights (“POWR”) Act

- Went into effect on August 7, 2023,
- Recognizes that all Coloradans “are entitled to a workplace that is safe and free from discrimination and harassment based on their protected status.” C.R.S. § 24-34-400.2
- Redefines workplace harassment
- Modifies CADA disability discrimination
- Added “marital status” as a protected class
- Provides strict parameters for non-disclosure agreements