

Annual Report 2025



COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

2025 Annual Report

Jared Polis, Governor

Patty Salazar, Executive Director, Department of Regulatory Agencies

Aubrey 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 2024-2025 fiscal year.

As Director, I am charged with overseeing the day-to-day operations of the Colorado Civil Rights Division (CCRD). CCRD enforces 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." The signature is written in a cursive, flowing style.

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 membership in a 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.

Functions of the Commission

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 group's 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.

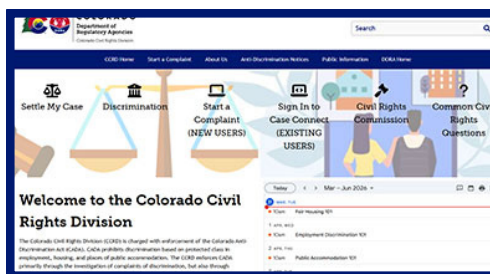
Employment

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 our website at [CCRD.Colorado.gov](https://www.ccrd.colorado.gov).



Colorado Civil Rights Commission



Sergio Raudel Cordova, Democrat, serving as a representative of an employee association that represents workers in Colorado, Littleton
Term expires: 3/13/27



Mayuko Fieweger, Unaffiliated, serving as a representative of a statewide chamber of commerce, Thornton
Term expires: 3/13/28



Geta Asfaw, Unaffiliated, serving as a majority business owner with employees numbering more than 50, Highlands Ranch
Term expires: 3/13/27



Daniel S. Ward, Unaffiliated, serving as a majority business owner with employees numbering between 5-50, Centennial
Term expires 3/13/27



Jade Rose Kelly, Democrat, serving as a representative of an employee association that represents workers in Colorado, Arvada
Term expires 3/13/28



Eric Artis, Democrat, serving as a representative of the community at large, Aurora
Term expires 3/13/29

Civil Rights Division

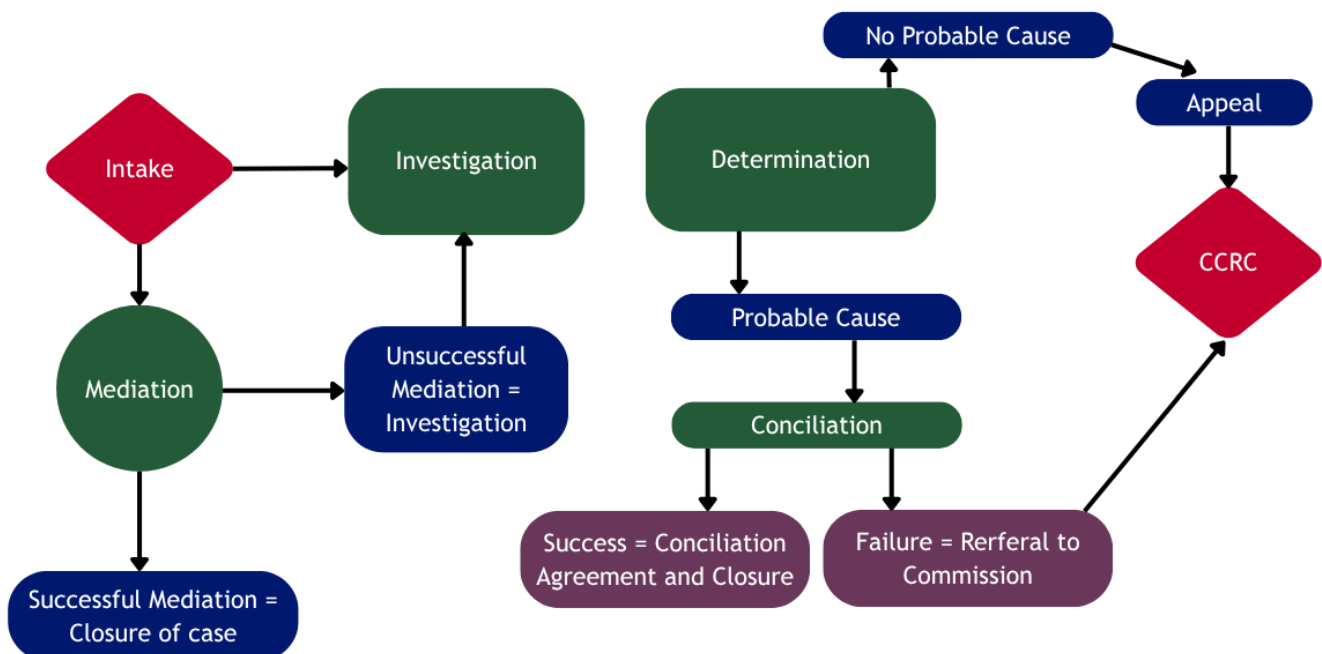
The Colorado Civil Rights Division (Division or CCRD) is a neutral, fact-finding administrative agency. CCRD investigates charges of discrimination that allege violations of the Colorado Anti-Discrimination Act in employment, housing, and places of public accommodation. CCRD also provides civil rights 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. If conciliation is unsuccessful, the Commission determines whether to set the case for an adjudicatory administrative hearing. (Please note that the administrative hearing is not reflected in the chart below.)

CCRD Complaint Process Flowchart



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.

ADR Mediations and Conciliations Completed FY 24-25

FY24-25	Scheduled Settlement Conferences	Successful Settlements	Monetary Relief
Mediation	593	202	\$5,067,941
Conciliation	61	19	\$256,050
Total	654	221	\$5,323,991

Cases Completed

Cases are closed under several circumstances, including a probable cause/no probable cause finding, successful mediation, lack of jurisdiction, right to sue issued, and withdrawal or administrative closure. Of the 974 complaints closed via a Determination Closure, 72 had a "Probable Cause" finding, which is a "cause finding rate" of 7.4%. The following chart demonstrates the number of cases that the Division closed in fiscal year 2024-2025.

Type	Probable Cause	Mixed Probable Cause	No Probable Cause	No Jurisdiction	Administrative Closure	Total
Employment	24	24	615	31	829	1523
Housing	8	3	183	0	75	269
Public Accommodation	12	1	104	5	33	155
Total	44	28	902	36	937	1947

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 2024-2025.

Employment Appeals	Housing Appeals	Public Accommodations Appeals	Total
66	34	14	114

Outreach and Education

The Division's outreach and education program raises public awareness of civil rights issues and disseminates knowledge of the laws prohibiting discrimination in employment, housing, and public accommodations in Colorado.

During Fiscal Year 2024-2025, CCRD offered monthly training webinars in employment, housing, and public accommodations. The Division made training on Colorado's anti-discrimination laws more accessible through digital courses made available to participants across the Front Range, Western Slope, and Eastern Plains. These sessions provided a general overview of CCRD, the Colorado Anti-Discrimination Act (CADA), and the investigative process. The Division plans to expand the number of webinar offerings in the upcoming fiscal year.

Training and Outreach Events throughout Colorado

The Outreach and Education team developed and released an instructional video defining the protected classes under CADA and how they apply across Employment, Housing, and Public Accommodations. The video is available on the Division's website and highlights the protections relevant to each section of CADA.

We also continued our collaboration with key stakeholders, including, but not limited to, federal, state, and local agencies, academic institutions, nonprofit organizations, and community groups. The Division participated in numerous community events, such as off-campus housing fairs at the University of Colorado Boulder and Colorado State University, as well as Denver PrideFest, Denver Cinco de Mayo Festival, Denver Juneteenth, and the Colorado Dragon Boat Festival.



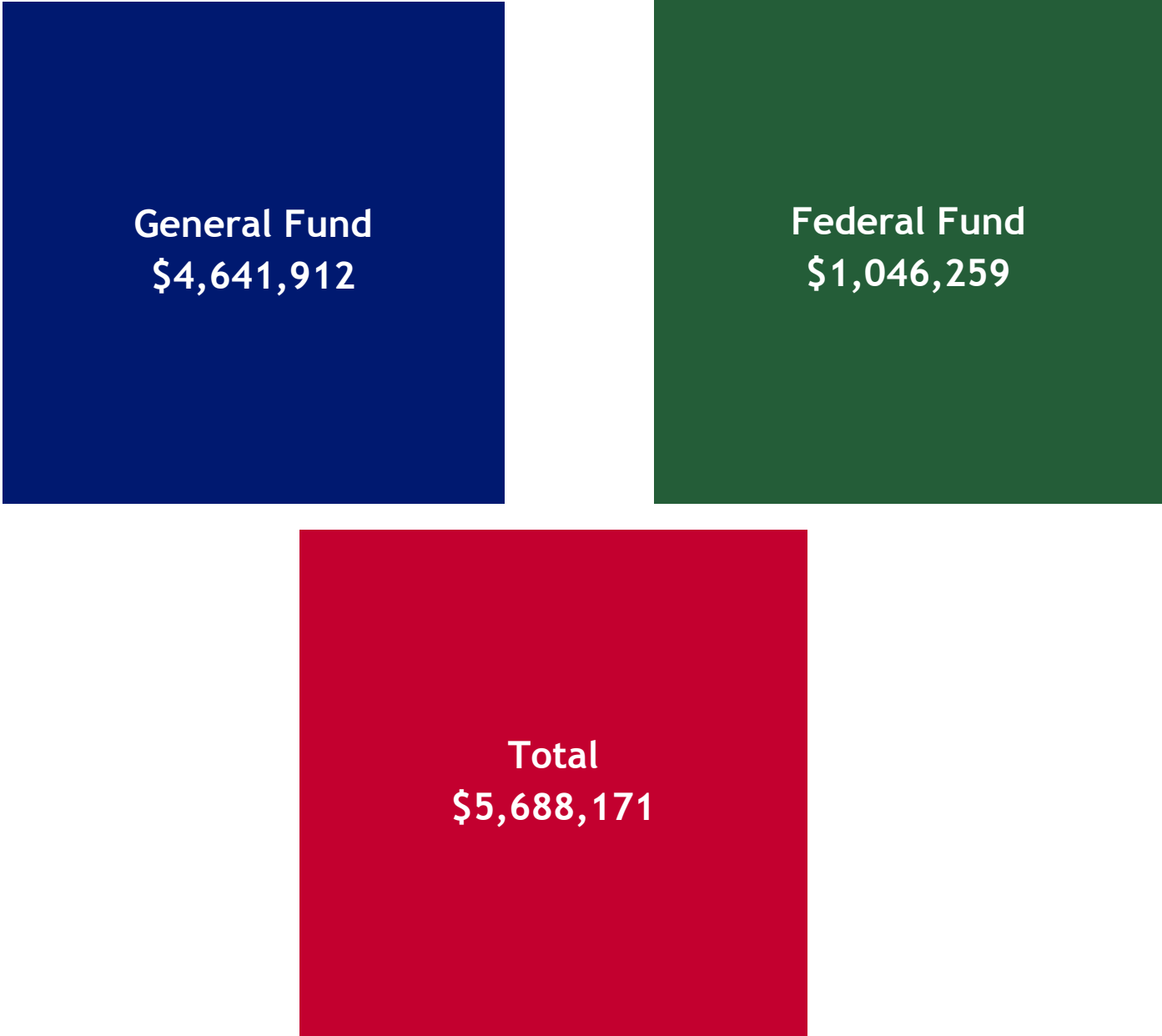
Video is available at <https://bit.ly/4rXawrH>

Fiscal Year	Trainings	Trainings as Part of a Settlement	Outreach Events	Total
FY 24-25	102	101	198	258

CCRD Budget FY 24-25



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 (HUD) and the U.S. Equal Employment Opportunity Commission (EEOC) also support the Division's work. Pursuant to these 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.



Protected Classes in Colorado

Complainants file cases with the Division alleging discrimination based on membership in a protected class. 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. 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

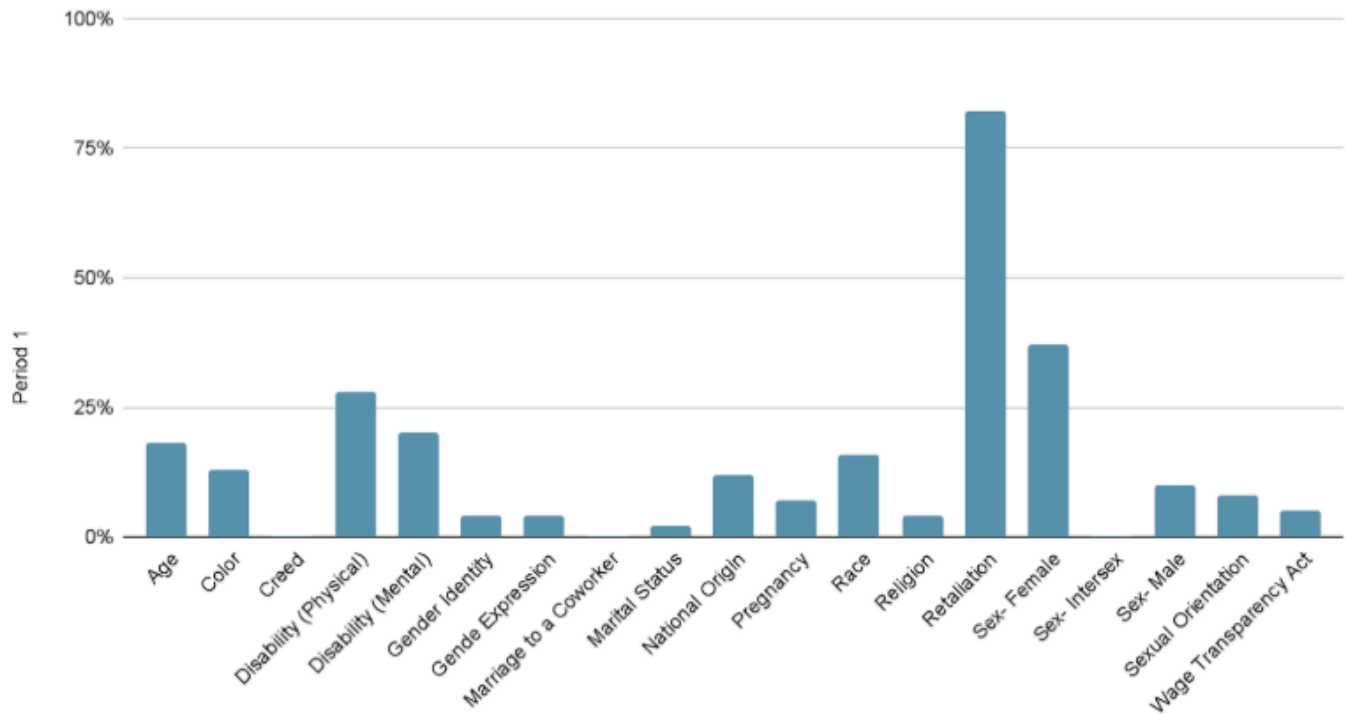
Total Complaints Filed with CCRD



Employment Discrimination

Cases filed in FY24-25: Based on Protected Class

FY24-25



Significant Employment Cases

Harassed and discharged based on sex and/or in retaliation

The Division issued a probable cause finding in an exclusive employment matter in which the Complainant was harassed and discharged based on her sex and in retaliation for engaging in protected activity.

The Complainant was harassed by a manager who physically assaulted her against her will. The Complainant reported the assault to the police, and the Respondent was aware of the incident. The evidence shows that the Respondent knew that the harasser was a registered sex offender and further acknowledged that he had harassed other staff members in the past. The harasser resided at the Respondent's place of business and continued to do so after the harassment was reported. The Complainant did not feel comfortable returning to work while the harasser was still employed by the Respondent and residing on site, and was subsequently discharged as a result, despite the Respondent offering no assurances that her workplace was safe. The Respondent does not maintain an employee handbook or a policy to deter harassment. The evidence supported that the Complainant was subjected to unwelcome and objectively and subjectively offensive conduct that had the purpose or effect of unreasonably interfering with the Complainant's work performance or creating an intimidating, hostile, or offensive working environment, and that the Respondent failed to take corrective or remedial action.

Following the Division's probable cause finding, the parties participated in unsuccessful conciliation. Thereafter, the Complainant was issued a Notice of Right to Sue.

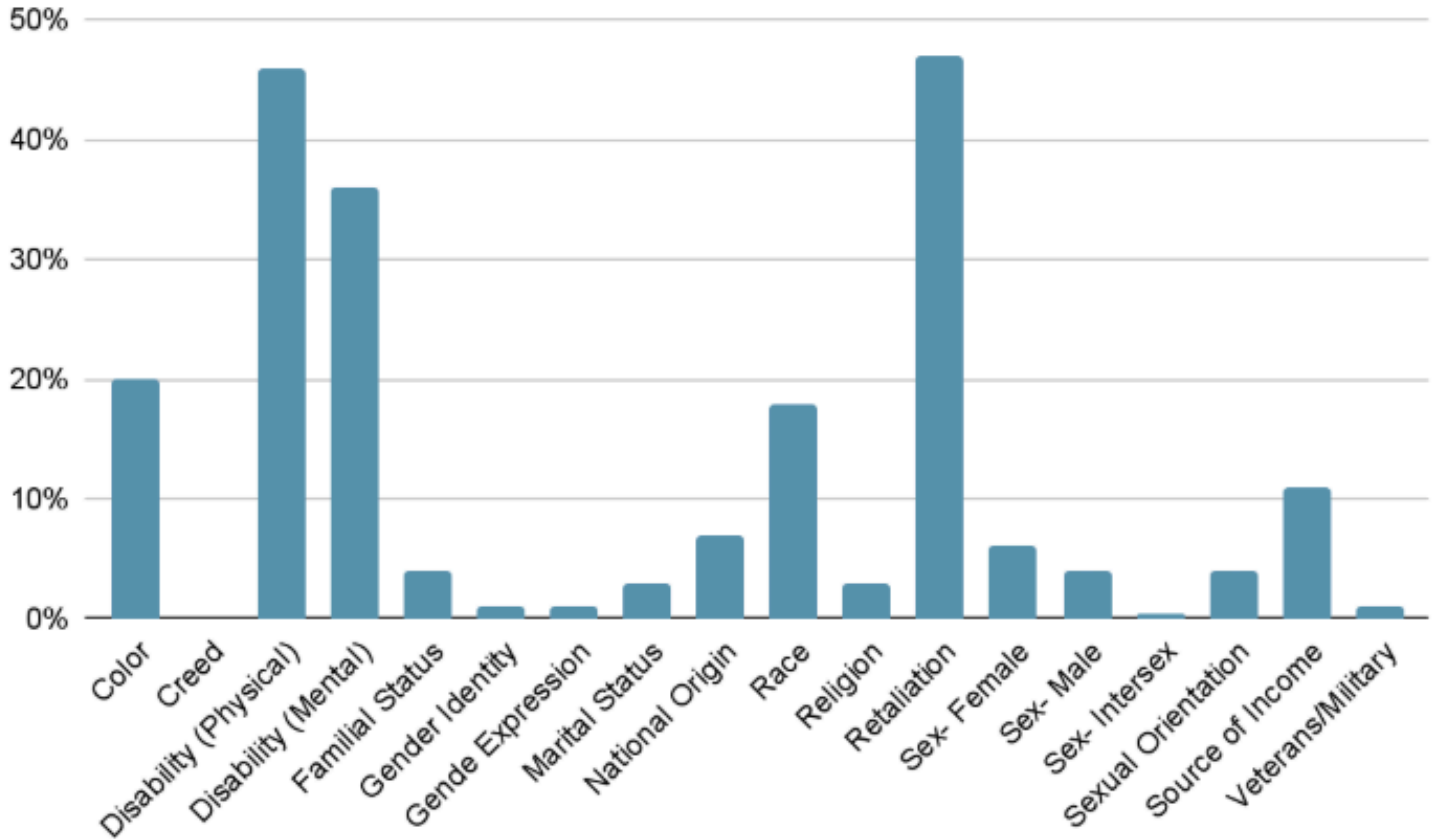
Unequal Terms and Conditions of Employment

The Division issued a probable cause finding in a set of companion cases in which the Division found that the Complainants were harassed, discriminated against in the terms or conditions of their employment, and discharged based on their sex and in retaliation for engaging in protected activity. The Division also found that three Respondent employees aided and abetted the discrimination against the Complainants. The Division's investigation was able to substantiate that a Respondent employee touched the Complainants without invitation or any legitimate employment-related reason, based on their sex. Moreover, the Division's investigation found that the Respondent did not establish a program designed to prevent harassment, deter future harassers, and protect employees from harassment, or that it took reasonable, prompt, and remedial action in response to the Complainant's allegations despite not having a formal anti-harassment program.

The Division's investigation was also able to substantiate that the Respondent subjected the Complainants to unequal terms and conditions of employment when it directed the Complainants to wear a specific uniform after accusing each of dressing "provocatively", giving rise to an inference of unlawful discrimination. Finally, the Division's investigation was able to substantiate that the Respondent discharged the Complainants in retaliation for engaging in protected activity after they complained of the discrimination.

Housing Discrimination

Cases filed in FY24-25: Based on Protected Class



Significant Housing Cases



Refusal to rent based on disability and race and color

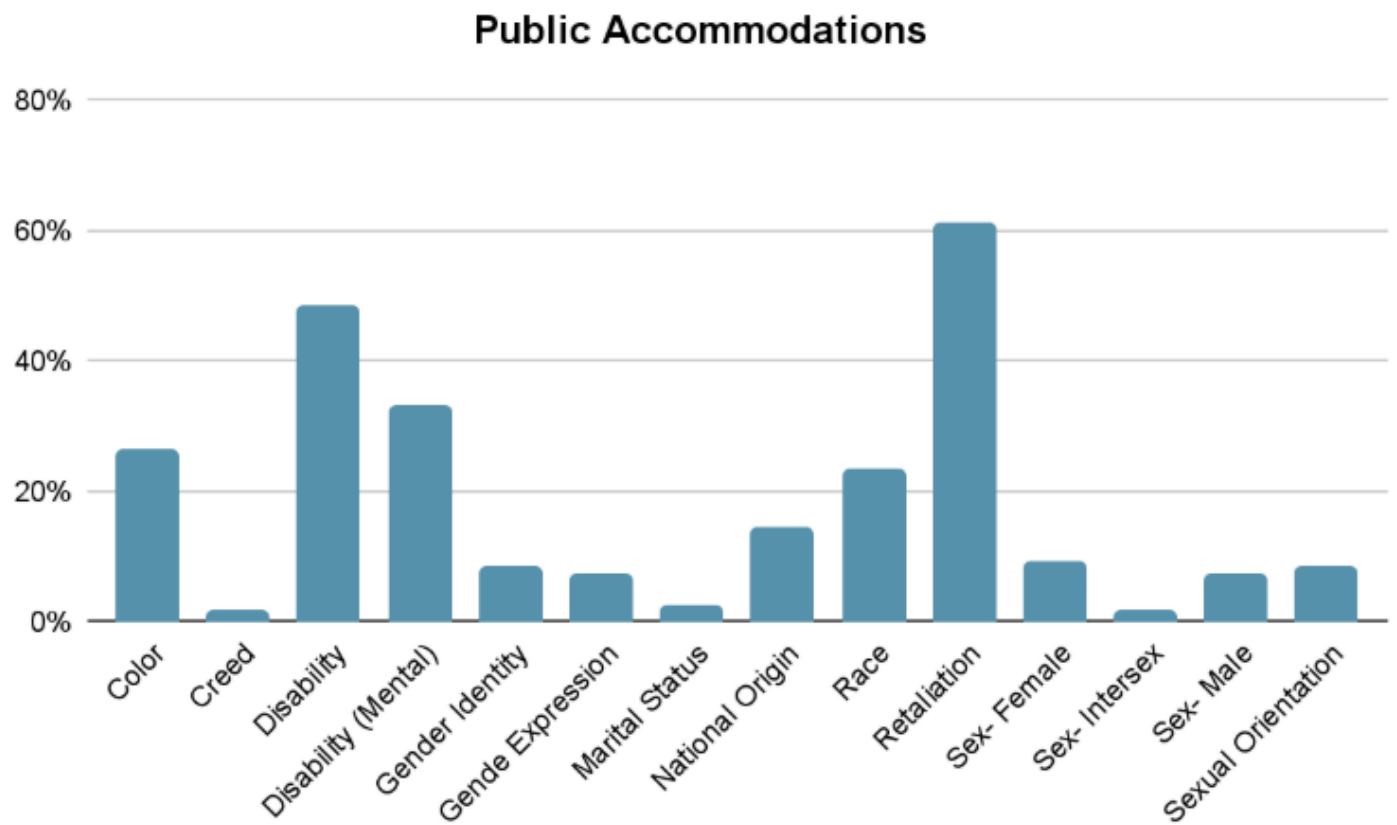
The Complainant alleged that the Respondent refused to rent to her based on her disability and race/color. The Respondent is a public housing authority and utilizes a waitlist to determine who has the ability to rent at the subject property. The Division's investigation confirmed that the manner in which the Respondent was managing the waitlist, by giving preference points to applicants who are employed, had a discriminatory impact on the Complainant's ability to secure housing at the subject property. The Complainant is a disabled individual who is unable to work, so a new applicant who is employed would always be placed above her on the waitlist and would receive housing first. The Complainant had been on the waitlist since 2016, and was otherwise qualified for the housing, but was never chosen to receive housing because of this discriminatory policy. After the Division found probable cause in this case, it was set for a hearing in front of an Administrative Law Judge at the Office of Administrative Courts.

Harassment

The Complainants are a married couple who rented a room in a single-family home where the Respondent also resided. The Division's investigation confirmed that the Respondent sexually harassed the female Complainant on numerous occasions when he asked if she would perform sex acts on him for a reduction in rent. The investigation also discovered that the Respondent told the female Complainant that he would pay for her to go to college if she divorced her husband. After the female Complainant denied the Respondent's advances and both Complainants advised the Respondent that his behavior was unwelcome, they were evicted. After the Division found probable cause in this case, it was set for a hearing in front of an Administrative Law Judge at the Office of Administrative Courts.

Public Accommodation Discrimination

Cases filed in FY24-25: Based on Protected Class



Significant Public Accommodation Cases

Denied full and equal enjoyment based on disability/service dog

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 disability and her need for a service dog. After the Complainant arrived at the Respondent's restaurant and requested to be seated, she was directed to a high-top table, at which point she requested disability accommodation to sit at a lower table so that she could sit safely at the table with her service animal. After she requested a disability accommodation, the Respondent's owner communicated to her that she was not allowed to dine in the Respondent's restaurant with her service animal, citing a recent incident in which a dog bit a guest. Although the parties disagreed as to the demeanor of the Complainant's service dog, the Division's investigation determined that there was insufficient evidence to support that the Complainant's service animal was not under her control. The record showed that the Complainant was told she would not be seated with her service animal, and as such, she was not provided treatment equal to customers who do not require the assistance of a service animal. Accordingly, the Division issued a probable cause finding that the Respondent discriminatorily denied the Complainant full and equal enjoyment of its place of public accommodation.

Denied full and equal enjoyment based on disability and/or retaliation

The Division issued a probable cause finding in a public accommodations case in which the Complainant was denied the full and equal enjoyment of the Respondent's services, privileges, and advantages because of her disability and in retaliation for engaging in protected activity. The Complainant was denied the full and equal enjoyment of the Respondent's place of public accommodation when she was issued a parking violation fee despite having and displaying a handicap placard. Although the fee assessed to the Complainant was ultimately dismissed, the evidence shows that the Respondent's automated system is not set up to identify placards that are displayed after the vehicle is parked. While it has employees who check for placards, such employees are not always present, and individuals, such as the Complainant, who use placards may be issued notices of nonpayment. The Respondent further acknowledged that the Complainant may continue to receive notices of nonpayment if she continues to park at the Respondent's place of public accommodation, which she will need to appeal in order to have the fee dismissed.

Following the Division's probable cause finding, the parties participated in unsuccessful conciliation. The case was then set for an administrative hearing in front of an Administrative Law Judge at the Office of Administrative Courts.

HISTORY OF CIVIL RIGHTS IN COLORADO

- 1876** The Colorado Constitution was ratified after 100 Black men demanded and were given the right to vote.
- 1895** Colorado expanded its laws and granted women the right to vote.
- 1893** The Colorado General Assembly passed the Public Accommodations Act, prohibiting discrimination based on 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 the 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.