

**Second Regular Session
Sixty-sixth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. 08-0131.01 Christy Chase

HOUSE BILL 08-1080

HOUSE SPONSORSHIP

Madden,

SENATE SPONSORSHIP

Veiga,

House Committees

Business Affairs and Labor

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING A LIMITATION ON THE APPLICABILITY OF THE EXCEPTION**
102 **FROM COMPLIANCE WITH EMPLOYMENT NONDISCRIMINATION**
103 **LAWS FOR CERTAIN RELIGIOUS ENTITIES THAT ACCEPT PUBLIC**
104 **DOLLARS TO FUND SERVICES PROVIDED BY THE ENTITIES.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not necessarily reflect any amendments that may be subsequently adopted.)

Limits the applicability of the exception from compliance with employment nondiscrimination laws for religious corporations, associations, educational institutions, or societies when employing persons to provide services that are funded with government funds.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
*Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.*

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** 24-34-402 (6), Colorado Revised Statutes, is
3 amended to read:

4 **24-34-402. Discriminatory or unfair employment practices.**

5 (6) (a) Notwithstanding any other provision of law, AND EXCEPT AS
6 PROVIDED IN PARAGRAPH (b) OF THIS SUBSECTION (6), this section shall
7 not apply to a religious corporation, association, educational institution,
8 or society with respect to the employment of individuals of a particular
9 religion to perform work connected with the carrying on by such
10 corporation, association, educational institution, or society of its
11 activities.

12 (b) WHEN A RELIGIOUS CORPORATION, ASSOCIATION,
13 EDUCATIONAL INSTITUTION, OR SOCIETY ACCEPTS GOVERNMENT FUNDS TO
14 PROVIDE SERVICES, THE ENTITY SHALL COMPLY WITH THE REQUIREMENTS
15 OF SUBSECTION (1) OF THIS SECTION REGARDING THE EMPLOYMENT OF
16 ANY PERSON WHOSE POSITION IS FUNDED FROM SUCH GOVERNMENT
17 FUNDS.

18 **SECTION 2. Applicability.** This act shall apply to
19 discriminatory or unfair employment practices committed on or after the
20 effective date of this act.

21 **SECTION 3. Safety clause.** The general assembly hereby finds,
22 determines, and declares that this act is necessary for the immediate
23 preservation of the public peace, health, and safety.