A BILL FOR AN ACT

Concerning a limitation on the applicability of the exception from compliance with employment nondiscrimination laws for certain religious entities that accept public 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.
Be it enacted by the General Assembly of the State of Colorado:

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

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

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

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

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

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