

1 *Be It Enacted by the People of the State of Colorado:*

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3 Article II of the constitution of the State of Colorado is amended by the
4 addition of the following section:

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6 SECTION 31: NONDISCRIMINATION BY THE STATE

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8 (1) The State shall not discriminate against, or grant preferential treatment
9 to, any individual or group on the basis of race, sex, color, ethnicity, or
10 national origin in the operation of public employment, public education, or
11 public contracting.

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13 (2) This section shall apply only to action taken after the section's effective
14 date.

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16 (3) Nothing in this section shall be interpreted as prohibiting bona fide
17 qualifications based on sex that are reasonably necessary to the normal
18 operation of public employment, public education, or public contracting.

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20 (4) Nothing in this section shall be interpreted as invalidating any court
21 order or consent decree that is in force as of the effective date of this section.

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23 (5) Nothing in this section shall be interpreted as prohibiting action that must
24 be taken to establish or maintain eligibility for any federal program, if
25 ineligibility would result in a loss of federal funds to the state.

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27 (6) For the purposes of this section, "state" shall include, but not necessarily
28 be limited to, the State of Colorado, any agency or department of the state,
29 any public institution of higher education, any political subdivision, or any
30 governmental instrumentality of or within the state.

31
32 (7) The remedies available for violations of this section shall be the same,
33 regardless of the injured party's race, sex, color, ethnicity, or national origin,
34 as are otherwise available for violations of then-existing Colorado anti-
35 discrimination law.

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37 (8) This section shall be self-executing. If any part or parts of this section are
38 found to be in conflict with federal law or the United States Constitution, the
39 section shall be implemented to the maximum extent that federal law and the
40 United States Constitution permit. Any provision held invalid shall be
41 severable from the remaining portions of this section.
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