



Attention Labor & Employment Council Members:

Please see the [attached draft legislation](#) regarding workplace discrimination which will be introduced during the 2021 Legislative Session. The bill includes but is not limited to the following provisions as drafted:

- Allows for an employment discrimination claim in both County and Circuit Court based on an alleged claim of discrimination without exhausting administrative remedies through the CO Civil Rights Division;
- Allows an employee to file a civil action 14 days after submitting a written demand for relief;
- Expands definition of employee to include independent contractors; those in domestic service “caregivers”& those who perform services without pay;
- Prohibits certain pre-employment medical examinations;
- Requires employers to establish a program to prevent harassment with documented success.

Please contact Loren Furman at lfurman@cochamber.com with any concerns and recommended changes regarding this legislation by close of business Friday, February 26th so that we can share those concerns with the bill sponsors by Monday (3/1/21).

Thank you!

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