

**First Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. 25-1010.01 Christy Chase x2008

HOUSE BILL 25-1333

HOUSE SPONSORSHIP

McCluskie and Duran,

SENATE SPONSORSHIP

Coleman and Rodriguez,

House Committees

State, Civic, Military, & Veterans Affairs

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE CREATION OF THE LEGISLATIVE HUMAN RESOURCES**
102 **DIVISION TO PROVIDE HUMAN RESOURCE SERVICES TO THE**
103 **LEGISLATIVE BRANCH.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov/>.)

Executive Committee of the Legislative Council. The office of legislative workplace relations (OLWR) was established in 2019 as an entity within the office of legislative legal services to provide services to the general assembly, its members and employees, and the legislative services agencies. Specifically, the OLWR is directed to provide services

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

related to employee relations, training, compliance, workplace culture, and workplace harassment, including investigations of complaints under the general assembly's policies on workplace expectations and workplace harassment.

The bill rebrands the OLWR as the legislative human resources division and directs the division to provide human resource services to the legislative branch, which includes the existing services required by law and additional services, such as benefits administration, compensation and classification, hiring and recruitment, and new employee onboarding, within available resources.

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

SECTION 1. In Colorado Revised Statutes, **amend** 2-3-511 as follows:

2-3-511. Legislative human resources division - creation - duties - records - definitions. (1) The ~~office of legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION is created in the office of legislative legal services. The head of the ~~office~~ DIVISION is the director of the ~~office of legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION. The director of the office of legislative legal services shall appoint the director of the ~~office of legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION and, IN ACCORDANCE WITH SECTION 2-3-503 (1), may appoint such additional staff as may be necessary for the efficient operation of the ~~office, in accordance with section 2-3-503 (1)~~ DIVISION.

(2) The ~~office of legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION shall provide HUMAN RESOURCE services to the general assembly, its members and employees, ~~and the legislative staff agencies, related to employee relations, training, compliance, workplace culture~~ AND, TO THE EXTENT THEY ARE COVERED BY ANY POLICIES ADMINISTERED BY THE DIVISION, THIRD PARTIES, including the

1 investigation of complaints under the workplace expectations policy ~~and~~
2 ~~workplace harassment, including the investigation of complaints~~ OR under
3 the workplace harassment policy.

4 (2.5) In accordance with section 24-34-408 (2), the ~~office of~~
5 ~~legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION
6 is the designated repository of all written or oral complaints of
7 discriminatory or unfair employment practices for each employer in the
8 legislative department. The ~~office~~ DIVISION shall preserve any written or
9 oral complaints of discrimination or unfair employment practices as
10 specified in section 24-34-408 (2), and such records shall be treated as
11 specified in section 24-34-408 (2) for purposes of the "Colorado Open
12 Records Act", part 2 of article 72 of title 24.

13 (3) (a) Except as otherwise provided in subsection (3)(b) or (3.5)
14 of this section, records created and maintained by the ~~office of legislative~~
15 ~~workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION that are
16 related to a workplace harassment complaint or investigation under the
17 workplace harassment policy, a complaint under the workplace
18 expectations policy, or an inquiry or request concerning workplace
19 harassment or conduct, whether or not the complaint, investigation,
20 inquiry, or request leads to a formal or informal complaint or resolution
21 process, are not public records as defined in section 24-72-202 (6) and
22 shall not be made available for public inspection.

23 (b) Notwithstanding section 24-72-204 (3)(a)(X):

24 (I) The director of the ~~office of legislative workplace relations~~
25 LEGISLATIVE HUMAN RESOURCES DIVISION shall publish and make
26 available to the public an annual statistical report showing the total
27 number of complaints received under the workplace harassment policy

1 and the workplace expectations policy and their resolution. The director
2 shall ensure that the report does not contain information that would
3 disclose the identity of a complainant, respondent, or witness.

4 (II) Records of the expenditure of public money on complaints,
5 investigations, or other functions of the ~~office of legislative workplace~~
6 ~~relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION are public records
7 subject to inspection in accordance with part 2 of article 72 of title 24,
8 except to the extent that they contain information that would disclose the
9 details of, or the identity of an individual involved in, a complaint,
10 investigation, inquiry, or request concerning workplace harassment or
11 conduct.

12 (3.5) (a) Records created and maintained by the ~~office of~~
13 ~~legislative workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION
14 that are related to a sexual harassment complaint or investigation or an
15 inquiry or request concerning sexual harassment are public records as
16 defined in section 24-72-202 (6) and shall be made available for public
17 inspection in accordance with section 24-72-204 (9) if:

18 (I) The complaint, investigation, inquiry, or request is regarding
19 a member of the general assembly;

20 (II) The complaint, investigation, inquiry, or request leads to a
21 formal or informal complaint or resolution process; and

22 (III) The complaint or resolution process concludes that the
23 member of the general assembly is culpable for any act of sexual
24 harassment.

25 (b) (I) Regardless of whether a request for records is made
26 pursuant to the "Colorado Open Records Act", part 2 of article 72 of title
27 24, and except as provided in subsection (3.5)(b)(II) of this section, if,

1 after an investigation in accordance with the workplace harassment
2 policy, a workplace harassment committee of the senate or house of
3 representatives determines that the facts found in the investigation
4 establish that it is more likely than not that a member of the general
5 assembly violated the policy, the director of the ~~office of legislative~~
6 ~~workplace relations~~ LEGISLATIVE HUMAN RESOURCES DIVISION shall make
7 available to the public the executive summary of the report of the
8 investigation and the name of the member. The director shall ensure that
9 the executive summary does not contain information that would disclose
10 the identity of the complainant or any witness.

11 (II) A workplace harassment committee of the senate or house of
12 representatives may decide by a two-thirds vote not to release the
13 executive summary as required by subsection (3.5)(b)(I) of this section.
14 The committee shall meet in executive session to determine whether to
15 release the executive summary or any portion of the executive summary
16 and shall take into consideration the severity of the conduct alleged, any
17 patterns of harassing behavior by the member, and the public's interest in
18 being informed of the conduct of elected officials. Notwithstanding this
19 subsection (3.5)(b)(II), if a request for records is made pursuant to the
20 "Colorado Open Records Act", part 2 of article 72 of title 24, for an
21 executive summary of an investigation of an act of sexual harassment for
22 which a member of the general assembly is found culpable, the executive
23 summary is a public record as defined in section 24-72-202 (6) and shall
24 be made available for inspection in accordance with section 24-72-204
25 (9), even if the committee voted not to release the executive summary.

26 (4) The ~~office of legislative workplace relations~~ LEGISLATIVE
27 HUMAN RESOURCES DIVISION shall be provided with suitable office space

1 in the state capitol or in a nearby building. The office space must be
2 situated so as to provide confidentiality and convenient access for
3 individuals ~~covered by the workplace harassment policy and the~~
4 ~~workplace expectations policy~~ SEEKING HUMAN RESOURCE SERVICES
5 FROM THE DIVISION.

6 (5) As used in this section, unless the context otherwise requires:

7 (a) "Workplace expectations policy" means the workplace
8 expectations policy adopted by the executive committee of the legislative
9 council pursuant to the joint rules.

10 (b) "Workplace harassment policy" means the workplace
11 harassment policy adopted by the executive committee of the legislative
12 council pursuant to the joint rules.

13 **SECTION 2.** In Colorado Revised Statutes, 24-72-204, **amend**
14 (3)(a)(X.5) as follows:

15 **24-72-204. Allowance or denial of inspection - grounds -**
16 **procedure - appeal - definitions - repeal.** (3) (a) The custodian shall
17 deny the right of inspection of the following records, unless otherwise
18 provided by law; except that the custodian shall make any of the
19 following records, other than letters of reference concerning employment,
20 licensing, or issuance of permits, available to the person in interest in
21 accordance with this subsection (3):

22 (X.5) Records created, maintained, or provided to a custodian by
23 the ~~office of legislative workplace relations~~ LEGISLATIVE HUMAN
24 RESOURCES DIVISION created in section 2-3-511 that are related to a
25 workplace harassment complaint or investigation, a complaint under the
26 workplace expectations policy, or an inquiry or request concerning
27 workplace harassment or conduct, whether or not the records are part of

1 a formal or informal complaint or resolution process;

2 **SECTION 3. Act subject to petition - effective date.** This act
3 takes effect at 12:01 a.m. on the day following the expiration of the
4 ninety-day period after final adjournment of the general assembly; except
5 that, if a referendum petition is filed pursuant to section 1 (3) of article V
6 of the state constitution against this act or an item, section, or part of this
7 act within such period, then the act, item, section, or part will not take
8 effect unless approved by the people at the general election to be held in
9 November 2026 and, in such case, will take effect on the date of the
10 official declaration of the vote thereon by the governor.