

## **2019 Colorado AAUW Legislative Wrap-up**

### **COMPREHENSIVE SEXUALITY EDUCATION**

**HOUSE BILL 19-1032** (Reps. Lontine and Caraveo & Sens. Todd and Coram)  
AAUW Active Support – Passed and Signed into Law

Updates the Colorado Comprehensive Sexuality Education statute and requires an annual \$1 million general fund appropriation to the Comprehensive Human Sexuality Grant Program created in 2013, but never funded. The bill closed a loophole in law that allowed abstinence only instruction to continue in schools. Clarifies the requirement that sex education be “culturally sensitive” by expanding LGBTQ and intersex inclusion requirements and adds to the grant oversight committee. Prohibits the use of shame, stigma, and gender stereotypes in instruction. The bill requires education about “consent” and how to communicate consent. Instruction must include all accepted methods of contraception, and all options when pregnancy exists - without value judgement.

The bill expands the grant oversight committee to include representatives serving the interests of communities historically excluded from sex education - (LGBTQ!A), sexual violence survivors, immigrant communities, communities of color. Both student and parent reps. are required.

The bill does not require a school district to offer comprehensive sexuality education, but if it is offered it must follow the guidelines in the statute. It still allows charter schools to seek waivers from statutory requirements.

### **EQUAL PAY FOR EQUAL WORK**

**SENATE BILL 19-085** (Sens. Danielson and Pettersen & Reps. Buckner and Gonzales-Gutierrez)  
AAUW Active Support – Passed and Signed into law

Prohibits a Colorado employer from discriminating between employees on the basis of sex or on the basis of sex in combination with another protected status by paying different wages for substantially similar work. Exceptions include a seniority system, a merit system, a system that measures earnings by quantity or quality of production, geographic location, education and training required, or travel, or that wage history was not relied on to justify the disparity in current wage rates.

An employer may not seek the wage rate history of a prospective employee, or rely on their wage rate history to determine a wage rate; discriminate or retaliate against a prospective employee for failing to disclose their wage rate; take action against anyone discussing their own or other’s wage rate; prohibit the employee from disclosing wage rate information.

Provides a system for grievances and civil action.

Requires transparency in pay and opportunities for promotion and advancement.

## **FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM**

**SENATE BILL 19-188** (Sens. Winter and A. Williams & Reps. Gray and Duran)  
AAUW history of Active Support – Passed and Signed into Law as Amended

The bill was introduced to implement a comprehensive Family and Medical Leave Insurance Program for all Colorado employees, paid for with contributions from both employee and employer. It allowed up to 12 weeks of paid leave at a less than 100% of normal wage. A strategy to keep the bill alive was to create a study group to create an implementation plan and committee to do more research and be ready to introduce the program in the 2020 legislative session with the expectation that the program will be adopted.

## **PREVENTION OF SEXUAL MISCONDUCT ON HIGHER EDUCATION CAMPUSES**

**SENATE BILL 19-007** (Sens. Pettersen and Winter & Reps. McLachlan and Buckner)  
AAUW Active Support – Passed and Signed into Law

The bill requires each institution of higher education to adopt by August, 2020, periodically review, and update a policy on sexual misconduct. The bill establishes minimum requirements for the policies, including reporting options, procedures for investigations and adjudications, and protections for involved persons. Institutions shall promote the policy by posting information on their websites and annually distributing the policy and information. Institutions must annually provide training on awareness and prevention of sexual misconduct, the policy and resources available to discuss such misconduct. Institutions must host biennial summits, and must report to Department of Higher Ed.

## **HUMAN TRAFFICKING**

**HOUSE BILL 19-1051** (Reps. Carver and McLachlan & Sens. Gardner and Ginal)  
AAUW Active Support – Passed and Signed into Law

Provides for training on Human Trafficking to be done by the Department of Public Safety, for law enforcement agencies and other agencies and groups in the state. Highest priority is given to the rural areas of the state where the fewest resources exist. Training curricula must be developed in conjunction with the Colorado Human Trafficking Council. The bill extends the sunset on the Council until 2023.

**SENATE BILL 19-149** (Sens. Garcia and Marble & Rep. Froelich)

AAUW has supported Human Trafficking issues since Public Policy Day 2017 – Passed and Signed into Law

Continues the Colorado Human Trafficking Council until September 1, 2024. Adds people with specific expertise: 2 more former victims of human trafficking (now 2 trafficked for involuntary servitude and 2 trafficked for sexual servitude); a representative of a statewide coalition for victims of domestic violence; and a representative of an organization for victims of labor trafficking.

## **PUBLIC EDUCATION**

The major accomplishment in Public Education in 2019 was passage of Mandatory Free Full Day Kindergarten. This passed as a budget initiative as a part of the 2019-2020 FY budget adoption. AAUW has a long history of supporting legislation for Full Day Kindergarten – Passed and signed onto Law.

## **WOMEN’S REPRODUCTIVE RIGHTS AND HEALTH**

**HOUSE BILL 19-1103** (Reps. Humphrey and Saine) Protect Human Life at Conception  
AAUW Actively Opposed – Postponed Indefinitely in first committee

Bill would criminalize abortion as a Class 3 felony. Also granted “personhood” to a fetus. Several other noxious provisions.