

Colorado

Colorado Enacts State-level EEO-1 Reporting

On June 4, 2026, Colorado enacted [House Bill \(HB\) 26-1207](#), requiring certain private sector employers to report EEO-1 workforce demographic data to the Colorado secretary of state **beginning July 1, 2027**. The law explicitly states that the Colorado state reporting will be required even if the U.S. Equal Employment Opportunity Commission (EEOC) ends federal EEO-1 reporting. Covered employers will be required to submit workforce demographic data in the same form as the federal EEO-1 reports.

Covered Employers

The law applies to private sector entities conducting business in Colorado that **employ 100 or more workers and were required to submit federal EEO-1 data to the EEOC as of March 1, 2026**.

Key Requirements

The law adds EEO-1 reporting to Colorado's existing business entity filing system. Covered employers must include EEO-1 data in the annual report they already file with the Colorado secretary of state to maintain good standing.

The required data mirrors the federal EEO-1 workforce demographic data as it existed on March 1, 2026, categorizing employees by race, ethnicity, gender and job category. Colorado did not build a separate labor reporting system or route the data through a civil rights agency. Unlike the federal EEO-1 process, these state filings will sit in the secretary of state's public business records, which raises questions of whether the information will be publicly disclosed.

Reporting is not tied to a single statewide deadline. Each entity reports with its first Colorado annual filing due on or after July 1, 2027.

Next Steps for Employers

In light of the new law, employers should consider the following steps:

- Confirm whether your organization meets the 100-worker threshold and identify which entities in your structure do business in Colorado;
- Check your Colorado annual report filing date to know when your reporting obligation starts;
- Determine whether your current EEO-1 data collection process can support a separate, entity-level state filing;

Highlights

June 4, 2026

Colorado enacted HB 26-1207, which requires certain private employers in Colorado to submit EEO-1 workforce demographic data to the Colorado secretary of state.

July 1, 2027

Reporting begins. Each covered employer must include EEO-1 data in its first Colorado annual report due on or after this date.

Who Is Covered

Private sector employers with 100 or more workers that conduct business in Colorado and were required to file federal EEO-1 reports as of March 1, 2026.

EEO-1 Data Defined

Under the law, EEO-1 data is defined as demographic workforce data collected through EEOC's "employer information report," federal form EEO-1, as it existed on March 1, 2026, which categorizes employees by race, ethnicity, gender and job category.

Legal Update Colorado

- Review your workforce demographic data for consistency now, since these filings may become publicly accessible before the state issues implementation guidance; and
 - Monitor Colorado administrative guidance closely as the July 1, 2027, deadline approaches.
-