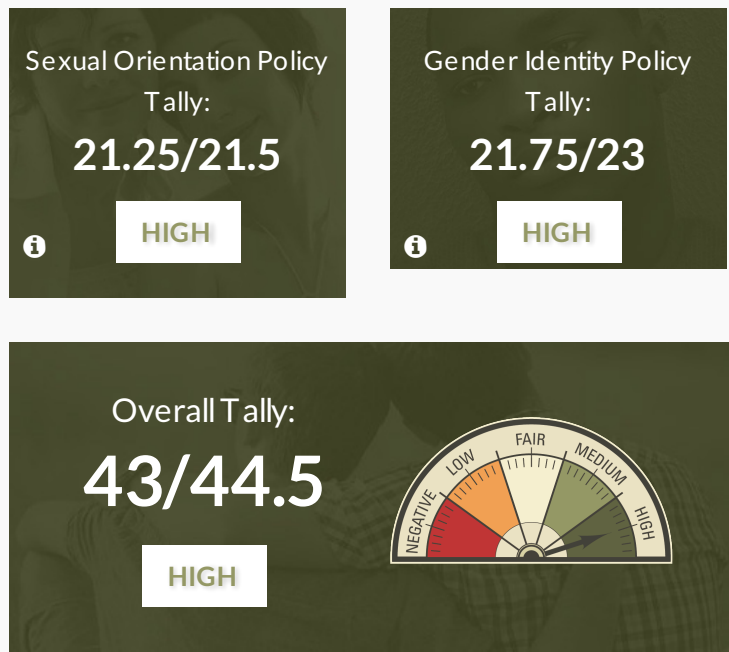
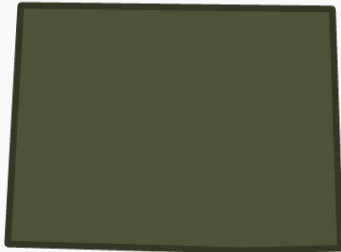


# COLORADO'S EQUALITY PROFILE

## Quick Facts About Colorado



## Colorado's LGBTQ Policy Tally



MAP's "LGBTQ Policy Tally" examines each state's LGBTQ policy climate, as measured by over 35 pro- or anti-LGBTQ laws and policies. These laws are grouped into seven major categories: relationship and parental recognition; non-discrimination; religious exemptions; LGBTQ youth; healthcare; criminal justice; and the ability for transgender people to correct name and gender markers on identity documents. See the state's full profile for more detailed information.

Scores as of 05/18/2024. For full state profile, visit: [https://www.lgbtmap.org/equality\\_maps/profile\\_state/CO](https://www.lgbtmap.org/equality_maps/profile_state/CO)
















**Recommended citation:** Movement Advancement Project. 2024. "State Equality Profile: Colorado." [https://www.lgbtmap.org/equality\\_maps/profile\\_state/CO](https://www.lgbtmap.org/equality_maps/profile_state/CO). Accessed May 18, 2024.

# Colorado's LGBTQ Laws and Policies

Click on each issue for more information and to see where the state fits into the national landscape.

**KEY**

-  Indicates state law or policy
-  Indicates local laws or policies and/or partial law
-  Indicates no law or policy
-  Enumeration not applicable

| Relationship and Parental Recognition                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Sexual Orientation                                                                    |            | Gender Identity                                                                       |            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------|---------------------------------------------------------------------------------------|------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Law Exists?                                                                           | Tally      | Law Exists?                                                                           | Tally      |
| <p>As a result of the 2015 U.S. Supreme Court decision in Obergefell, same-sex couples can marry nationwide and states must extend all the rights and benefits of marriage to same-sex couples. As a result, the following benefits are available to all married same-sex couples on the same basis they are available to married different-sex couples:</p> <ul style="list-style-type: none"> <li> Marriage for Same-Sex Couples</li> <li> Medical Decision-Making Authority for Married Same-Sex Couples</li> <li> Stepparent Adoption for Married Same-Sex Couples</li> <li> Joint Adoption for Married Same-Sex Couples</li> </ul> |    | 1/1        | —                                                                                     | —          |
| Second-Parent Adoption for Unmarried Couples                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |    | 1/1        | —                                                                                     | —          |
| Confirmatory Adoption                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |    | 1/1        | —                                                                                     | —          |
| Voluntary Acknowledgement of Parentage (VAP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  | 1/1        | —                                                                                     | —          |
| <p>Family Services Nondiscrimination Laws</p> <ul style="list-style-type: none"> <li>Adoption Nondiscrimination Protections for LGBTQ Parents</li> <li>Foster Care Nondiscrimination Protections for LGBTQ Parents</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  | 0.5/0.5    |  | 0.5/0.5    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | 0.5/0.5    |  | 0.5/0.5    |
| Recognition for Parents Using Assisted Reproduction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | 1/1        | —                                                                                     | —          |
| <p>State Family Leave Laws</p> <ul style="list-style-type: none"> <li>LGBTQ-Inclusive Definitions of Spouse/Partner</li> <li>LGBTQ-Inclusive Definitions of Children/Parents</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  | 0.5/0.5    | —                                                                                     | —          |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | 0.5/0.5    | —                                                                                     | —          |
| <b>Subtotal</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | <b>7/7</b> |                                                                                       | <b>1/1</b> |
| <b>Relationship and Parental Recognition Total</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>8/8</b>                                                                            |            |                                                                                       |            |

| State Nondiscrimination Laws                                                                                                                                                                                                                               | Sexual Orientation |                | Gender Identity |                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------|-----------------|----------------|
|                                                                                                                                                                                                                                                            | Law Exists?        | Tally          | Law Exists?     | Tally          |
| As a result of a June 2020 U.S. Supreme Court ruling, people in all states can seek recourse for employment discrimination based on sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts. |                    |                |                 |                |
| Employment Nondiscrimination Laws*                                                                                                                                                                                                                         | ✓                  | 1/1            | ✓               | 1/1            |
| Housing Nondiscrimination Laws*                                                                                                                                                                                                                            | ✓                  | 1/1            | ✓               | 1/1            |
| Public Accommodations Nondiscrimination Laws*                                                                                                                                                                                                              | ✓                  | 1/1            | ✓               | 1/1            |
| Credit and Lending Nondiscrimination Laws                                                                                                                                                                                                                  | ✓                  | 1/1            | ✓               | 1/1            |
| Nondiscrimination Policies for State Employees                                                                                                                                                                                                             | ✓                  | 0.5/0.5        | ✓               | 0.5/0.5        |
| <b>Negative Law:</b> State Bans Cities and Counties from Passing Nondiscrimination Laws                                                                                                                                                                    | No Negative Law    | 0/-1           | No Negative Law | 0/-1           |
| <b>Negative Law:</b> State Bans Transgender People From Using Bathrooms or Facilities Consistent With Their Gender Identity In Government-Owned Buildings                                                                                                  |                    |                | No Negative Law | 0/-1           |
| <b>Negative Law:</b> State Explicitly Defines "Sex" Throughout State Law To Exclude Transgender People                                                                                                                                                     |                    |                | No Negative Law | 0/-1           |
| <b>Subtotal</b>                                                                                                                                                                                                                                            |                    | <b>4.5/4.5</b> |                 | <b>4.5/4.5</b> |
| <b>Nondiscrimination Total</b>                                                                                                                                                                                                                             |                    | <b>9/9</b>     |                 |                |

\*If state lacks statewide law, tally looks at local Nondiscrimination ordinances in employment, housing, and public accommodations and provides partial points based on percent of LGBTQ population covered by local laws.

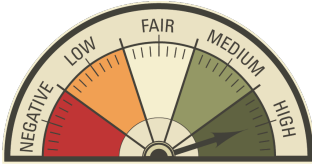
| Religious Exemption Laws                                                     | Sexual Orientation |               | Gender Identity |               |
|------------------------------------------------------------------------------|--------------------|---------------|-----------------|---------------|
|                                                                              | Law Exists?        | Tally         | Law Exists?     | Tally         |
| <b>Negative Law:</b> Broad "RFRA" or Religious Exemption Law                 | No Negative Law    | 0/-0.5        | No Negative Law | 0/-0.5        |
| <b>Negative Law:</b> Targeted Religious Exemption for Child Welfare Services | No Negative Law    | 0/-1          | No Negative Law | 0/-1          |
| <b>Negative Law:</b> Targeted Religious Exemption for Medical Professionals  | No Negative Law    | 0/-1          | No Negative Law | 0/-1          |
| <b>Negative Law:</b> Targeted Wedding Services                               |                    |               |                 |               |
| Private Wedding Services                                                     | No Negative Law    | 0/-0.5        | —               | —             |
| State and Local Officials Providing Marriage Licenses                        | No Negative Law    | 0/-0.5        | —               | —             |
| <b>Subtotal</b>                                                              |                    | <b>0/-3.5</b> |                 | <b>0/-2.5</b> |
| <b>Religious Exemption Laws Total</b>                                        |                    | <b>0/-6</b>   |                 |               |

| LGBTQ Youth Laws and Policies                                                                                                          | Sexual Orientation |        | Gender Identity |       |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|-----------------|-------|
|                                                                                                                                        | Law Exists?        | Tally  | Law Exists?     | Tally |
| Nondiscrimination Laws and Policies Covering LGBTQ Students                                                                            | ✓                  | 1/1    | ✓               | 1/1   |
| Anti-Bullying Laws and Policies Covering LGBTQ Students                                                                                | ✓                  | 1/1    | ✓               | 1/1   |
| <b>Negative Law:</b> Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies       | No Negative Law    | 0/-1   | No Negative Law | 0/-1  |
| State Curricular Standards Required to Be LGBTQ-Inclusive                                                                              | ✓                  | 1/1    | ✓               | 1/1   |
| <b>Negative Law:</b> "Don't Say Gay" Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools | No Negative Law    | 0/-1   | No Negative Law | 0/-1  |
| <b>Negative Law:</b> State Law Requires Parental Notification of LGBTQ-Inclusive Curricula and Allows Parents to Opt Children Out      | No Negative Law    | 0/-1   | No Negative Law | 0/-1  |
| <b>Negative Law:</b> State Law Restricts Discussions of "Homosexuality" in Specific School Subjects                                    | No Negative Law    | 0/-0.5 | —               | —     |
| <b>Negative Law:</b> State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity        | —                  | —      | No Negative Law | 0/-1  |
| <b>Negative Law:</b> State Law Prevents Transgender Students from Using School Facilities Consistent With Their Gender Identity        | —                  | —      | No Negative Law | 0/-1  |
| <b>Negative Law:</b> Forced Outing of Transgender Youth in Schools                                                                     | —                  | —      | No Negative Law | 0/-1  |
| Conversion Therapy Ban Covering LGBTQ Youth                                                                                            | ✓                  | 1/1    | ✓               | 1/1   |
| Protections for LGBTQ Youth in the Child Welfare System                                                                                | ✓                  | 1/1    | ✓               | 1/1   |
| <b>Subtotal</b>                                                                                                                        | <b>5/5</b>         |        | <b>5/5</b>      |       |
| <b>LGBTQ Youth Laws Total</b>                                                                                                          | <b>10/10</b>       |        |                 |       |

| Healthcare Laws and Policies                                                            | Sexual Orientation |            | Gender Identity |                |
|-----------------------------------------------------------------------------------------|--------------------|------------|-----------------|----------------|
|                                                                                         | Law Exists?        | Tally      | Law Exists?     | Tally          |
| Private Health Insurance Nondiscrimination Laws                                         | ✓                  | 1/1        | ✓               | 1/1            |
| <b>Negative Law:</b> Ban on Best Practice Medical Care for Transgender Youth            | —                  | —          | No Negative Law | 0/-1           |
| "Shield" Laws Protecting Access to Transgender Health Care                              | —                  | —          | ✓               | 1/1            |
| Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care | —                  | —          | ✓               | 1/1            |
| State Medicaid Policy Related to Coverage for Transgender People                        | —                  | —          | ✓               | 1/1            |
| Transgender Inclusive Health Benefits for State Employees                               | —                  | —          | ✗               | 0/0.5          |
| Data Collection                                                                         |                    |            |                 |                |
| LGBTQ Adults                                                                            | ✓                  | 0.5/0.5    | ✓               | 0.5/0.5        |
| LGBTQ Youth                                                                             | ✓                  | 0.5/0.5    | ✗               | 0/0.5          |
| <b>Subtotal</b>                                                                         |                    | <b>2/2</b> |                 | <b>4.5/5.5</b> |
| <b>Healthcare Total</b>                                                                 | <b>6.5/7.5</b>     |            |                 |                |

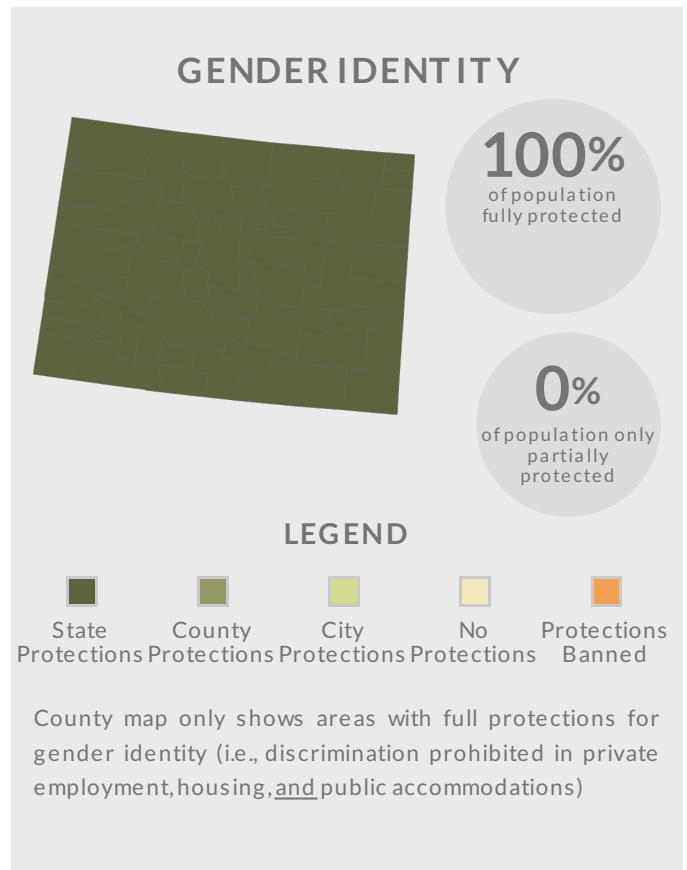
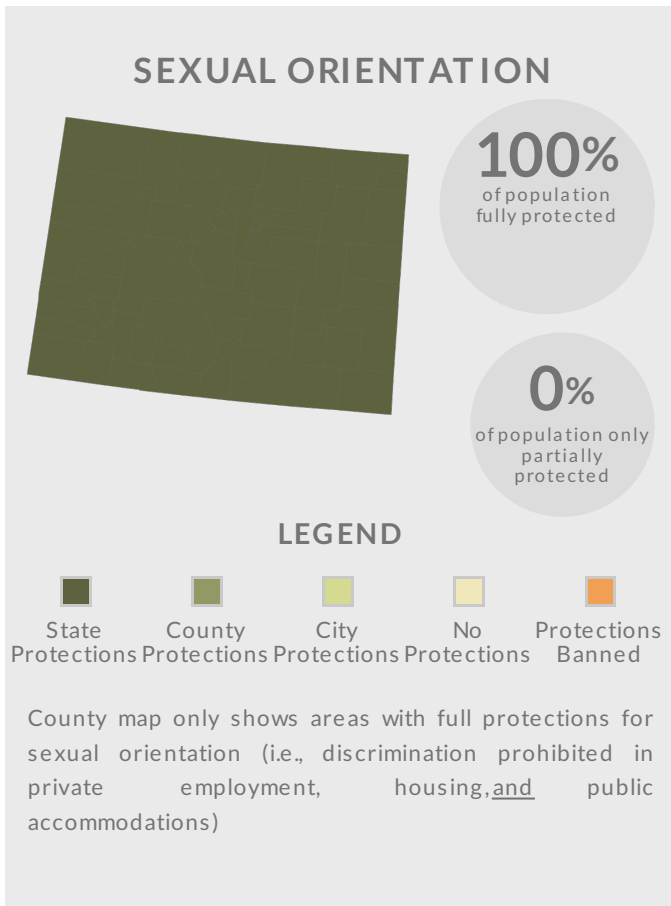
| Criminal Justice Laws and Policies                     | Sexual Orientation  |                 | Gender Identity     |                 |
|--------------------------------------------------------|---------------------|-----------------|---------------------|-----------------|
|                                                        | Law Exists?         | Tally           | Law Exists?         | Tally           |
| Hate Crime Law Covering LGBTQ People                   | ✓                   | 1/1             | ✓                   | 1/1             |
| Ban on Panic Defense                                   | ✓                   | 1/1             | ✓                   | 1/1             |
| Jury Service Nondiscrimination                         | ✓                   | 1/1             | ✓                   | 1/1             |
| <b>Negative Law:</b> HIV Criminalization Law           | <b>NEGATIVE LAW</b> | <b>-0.25/-1</b> | <b>NEGATIVE LAW</b> | <b>-0.25/-1</b> |
| <b>Negative Law:</b> Restrictions on Drag Performances | No Negative Law     | 0/-1            | No Negative Law     | 0/-1            |
| <b>Subtotal</b>                                        |                     | <b>2.75/3</b>   |                     | <b>2.75/3</b>   |
| <b>Criminal Justice Total</b>                          | <b>5.5/6</b>        |                 |                     |                 |

| Ability for Transgender People to Correct Name and Gender Marker on Identity Documents | Sexual Orientation |       | Gender Identity |         |
|----------------------------------------------------------------------------------------|--------------------|-------|-----------------|---------|
|                                                                                        | Law Exists?        | Tally | Law Exists?     | Tally   |
| Changing Gender Marker on Driver's Licenses                                            | —                  | —     | ✓               | 1/1     |
| Changing Gender Marker on Birth Certificates                                           | —                  | —     | ✓               | 1/1     |
| Gender Neutral Options                                                                 |                    |       |                 |         |
| "X" Option on Driver's Licenses                                                        | —                  | —     | ✓               | 0.5/0.5 |
| "X" Option on Birth Certificates                                                       | —                  | —     | ✓               | 0.5/0.5 |
| Name Change Process                                                                    | —                  | —     | ✓               | 1/1     |
| <b>Subtotal</b>                                                                        | —                  |       | 4/4             |         |
| <b>Identity Documents Total</b>                                                        | 4/4                |       |                 |         |



| Grand Totals   | Sexual Orientation Policy Tally | Gender Identity Policy Tally | Overall Tally |
|----------------|---------------------------------|------------------------------|---------------|
| <b>Totals</b>  | 21.25/21.5                      | 21.75/23                     | 43/44.5       |
| <b>Ratings</b> | HIGH                            | HIGH                         | HIGH          |

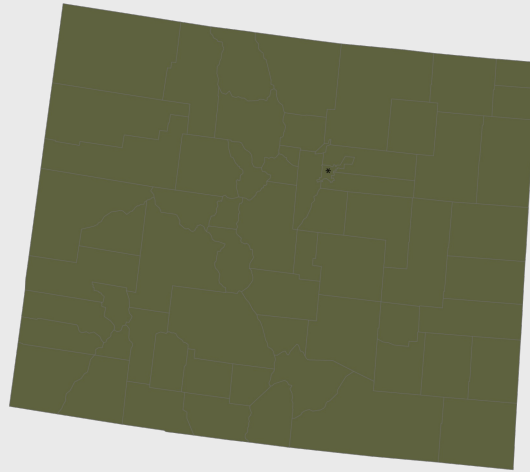
# Local Nondiscrimination Ordinances



This data was collected in collaboration with the [Equality Federation](#) and [One Colorado](#) and is maintained by MAP.

# Local Conversion Therapy Ordinances

## CONVERSION THERAPY BANS



**100%**  
of population  
protected by state  
laws

**12%**  
of population  
protected by local  
laws


Note: Counties with \*  
have county or local  
bans. These  
municipalities are  
also listed below.

### LEGEND

 State  
Protections

 County  
Protections

 City  
Protections

 No  
Protections

 Protections  
Banned

### CITY AND COUNTY NUMBERS:

**1** county out of **64** has an ordinance prohibiting conversion therapy for minors.

**0** cities have an ordinance prohibiting conversion therapy for minors.

### CITY AND COUNTY LISTING:

- Denver (consolidated city-county)