

# Women's Lobby of Colorado

## *2018 Legislative Scorecard*





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## *2018 Legislative Scorecard*

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Photo by: Shihmei Barger

# *Celebrating 25 Years of Representing the Best Interests of Women and All People in Colorado*

The 2018 session is historic for many reasons, one of which is it being the Women's Lobby of Colorado's 25th anniversary.

This year, like never before, women began coming forward to share their stories of harassment, assault, and discrimination. Their stories and voices galvanized on social media under the hashtag "#metoo" exposing abuses at all levels of society, including the halls of the Colorado Capitol. People — legislators, staff, lobbyists, and citizens — came forward to share their stories and confront their abusers. As a result, for the first time in over a century, the Colorado General Assembly expelled a legislator when investigation after investigation concluded Rep. Lebsack was responsible for multiple credible findings of sexual harassment against colleagues, legislative staff, and others.

We are inspired by the courage of all people who stepped up and spoke out as catalysts for change, as well as those who have not and cannot, and we want for you to know that we hear you.

The Women's Lobby of Colorado is a non-partisan non-profit 501(c)4 organization. Our mission is to provide better opportunities for women in our state since 1993 by ensuring that public policies reflect gender equity and justice. We achieve this by consistently maintaining a daily lobbying presence at Colorado's Capitol.

As Women's Lobby of Colorado celebrates 25 years of representing the best interests of women and all people of Colorado, we restate our commitment to serving you and working towards a future where all women and people are treated equal.



WLC testifies in support of HB18-1001 FAMLI – Family Medical Leave Insurance Program

## Achievements of the Women’s Lobby of Colorado 2017 Session

The Women’s Lobby of Colorado is proud to represent the best interests of women and all people in Colorado through the actions listed below.

1. Participated in stakeholder meetings to reauthorize the Colorado Civil Rights Division
2. Participated in a coalition seeking to protect consumers and employees, whose consumer contracts and employment situations are often subject to arbitration which has less consumer protections
3. Supported the workers’ rights community in opposing legislation to weaken the definition of “employee”
4. Testified at seven hearings, including the Rape Shield bill, the consumer-protection arbitration legislation, reauthorization of Colorado’s Civil Rights Division, a bill for worker-friendly voting policies, transparency of sexual harassment

complaints in the Judicial Branch, and creating a paid family leave insurance program for all Colorado workers

5. Held a legislative community meeting with bipartisan legislators on the importance of the Rape Shield Law legislation and the issues of sexual harassment at the Capitol

## Rape Shield Law: Protecting Survivors of Assault Passed!

Prior to this year there was a gap in Colorado civil court law for survivors of sexual assault. If survivors wanted to seek damages, the defendant in a case could use a survivor’s sexual history as evidence against them.

This bill came to be thanks to one brave survivor, Jane L. Klingensmith. Ms. Klingensmith was sexually assaulted by her optometrist and was then re-victimized when she took her case to civil court. In an attempt to imply that she was responsible for what happened, the doctor who assaulted her called into question the length of her skirt,

her sexual history, and went as far as questioning whether or not she was sexually attracted to him. The same doctor who assaulted her also admitted to assaulting at least ten other patients. After this experience, Ms. Klingensmith shared her experience with Representative Mike Foote who introduced legislation to close this gap.

On April 28th, 2018, HB18-1243 passed unanimously through both chambers and was signed by Governor Hickenlooper. It is hopeful to see bi-partisan agreement on this legislation, which truly says to survivors "we hear you" and we will take actions to support and protect you.

Women's Lobby of Colorado's lobby team advocated for the passage of this bill and we are honored to have supported it. We thank all of the sponsors, including Rep. Mike Foote, Rep. Cole Wist, Sen. Don Coram, and Sen. Rhonda Fields for their leadership.

## Looking Forward

Women's Lobby of Colorado continues to work with our partners on two important policy issues that impact women every day. For women who are the caretakers of their family members, when a health care problem arises or even the decision to have a child, many women find themselves without the savings to take a break from working. This means women are more likely to leave their jobs to care for others, and in turn face financial barriers for their own retirements. Women's Lobby of Colorado has and continues to support the work of legislators who are pushing for paid family leave. They have provided reasonable options, including a majority employee-

funded insurance program. However, the Colorado Senate continues to kill this legislation year after year. We hope to see a Senate that will support this vital need for women, and all Coloradans, so that they have the security they need.

Another issue women continue to encounter are pay disparities. Women, especially women of color, are making much less than the group that continues to make the most, white men. There are important policy options that could reduce these disparities, however they continue to stall in the Colorado Senate "kill" committee, the State Veterans and Military Affairs Committee. This year there are two bills with policies that could help. One we have scored, HB18-1377 - Prohibit Seeking Salary Information Job Applicant, and would prevent potential employers from asking prior salary history, which can and has been used to determine starting salary. For women and people of color this often means they start a position lower than their white male counterpart. The second bill, the Equal Pay For Equal Work Act sought to implement measures in the Colorado Department of Labor to prevent pay disparities and to promote pay transparency. We will continue to support these policies and fight for equity for women, especially in the workplace.

Women in Colorado need more from their legislators, including passage of bills vital to Colorado women including paid family leave, including protections for college students against sexual assault and harassment, including legal protections in all legal contracts even those with arbitration agreements. We will not be deterred and we will continue to support women and Colorado, as well as the work of our member organizations who are also fighting for women every day.



April 2018 teacher's protest at Colorado Capitol for better pay in public education.

# *Women's Lobby of Colorado 2018 Legislative Scorecard*

Since 2009, the Women's Lobby of Colorado has scored legislators on bills that impact women and their families, in order to provide Coloradans, especially Colorado women, the information they need to evaluate their legislators and hold them accountable when representing the values and needs of their constituents.

This session, Women's Lobby of Colorado supported all of the bills listed below with the exception of SB18-171 Marketplace Contractor Workers' Compensation Unemployment, which we opposed. Information on each of these bills is detailed below.

The Women's Lobby took positions on 23 bills during the 2018 legislative session and 13 were selected for scoring. Only votes cast by all Senators or Representatives while on the floor of their chamber were considered for scoring.



Legislator voted with the position of WLC



Legislator voted against the position of WLC



Legislator did not vote on this bill



Legislator was excused from this bill



Legislator voted in committee against Women's Lobby of Colorado position

**HB18-1243**

## Civil Rape Shield Law

SPONSORS: Rep. M. Foote, Rep. C. Wist,  
Sen. D. Coram, Sen. R. Fields

**👍 THIS BILL PASSED** This bill, as mentioned above, will provide important protections to survivors of sexual assault in the state civil law courts. This bill aligns the civil court procedures with state criminal and all federal courts. It will protect those those who have been assaulted from being shamed and re-victimized again in court when seeking damages after a sexual assault. *The bill passed unanimously in both chambers and was signed into law April 28th, 2018.*



**HB18-1001**

## FAMLI – Family Medical Leave Insurance Program

SPONSORS: Rep. F. Winter, Rep. M. Gray, Sen. K. Donovan, Sen. R. Fields

**👎 THIS BILL FAILED**

This bill would have created a paid family leave insurance program, in which Colorado employees would pay-in and be able to take partial paid time off to care for a new child or family member with a serious health care condition who is unable to work due to a health care condition. *This bill, like so many others, died in the Senate State, Veterans and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

**HB18-1136**

## Substance Use Disorder Treatment

SPONSORS: Rep. B. Pettersen, Sen. K. Priola,  
Sen. C. Jahn

**👍 THIS BILL PASSED**

This bill is one of a slate of legislation that came out of the Opioid Task Force created in 2017 by the General Assembly. This slate of bills has resulted in some major investments and policy changes to help respond to the growing opioid epidemic in the US. This legislation adds residential and in-patient substance use disorder services and medical detoxification services to the Medicaid program. With more comprehensive care, more Colorado women can get the help they need to overcome opioid addiction. *This bill was passed by both chambers after compromise, and is on the way to be signed by the Governor.*

**HB18-1256**

## Reauthorization of the Colorado Civil Rights Division

SPONSORS: Rep. C. Duran, Rep. L. Herod, Sen. B. Gardner

 **THIS BILL PASSED.** Reauthorizes the Colorado Civil Rights Division for nine more years. The CCRD helps consumers determine if they have a discrimination claim in the workplace, in their housing, or in places of public accommodation, as well as providing outreach and education programming on Colorado's anti-discrimination laws. *This bill passed both chambers after compromise and is on its way to the Governor.*

**HB18-1352**

## Oil and Gas Facilities Distance From School Property

SPONSORS: Rep. M. Foote, Rep. M. Gray, Sen. M. Jones, Sen. I. Aguilar

 **THIS BILL FAILED.** This bill clarifies that the minimum 1,000-foot distance from which newly permitted oil and gas production facilities and wells must be located from any school applies to the school property line and not the school building. We supported this bill because of the importance to many Colorado women in keeping schools safe for their children. *This bill, like so many others, died in the Senate State, Veterans and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

**HB18-1262**

## Arbitration Services Provider Transparency Act

SPONSORS: Rep. D. Jackson, Rep. D. Roberts, Sen. D. Kagan

 **THIS BILL FAILED.** This bill requires arbitration service providers that administer consumer or employment arbitrations to collect, publish, and make available specified information on those arbitrations administered in the previous five years. We supported this bill because often women facing discrimination and harassment at work and seeking legal help need transparency about prior discrimination claims their employer may have handled through arbitration proceedings. *This bill, like so many others, died in the Senate State, Veterans and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

**HB18-1377**

## Prohibit Seeking Salary Information Job Applicant

SPONSORS: Rep. J. Coleman, Rep. B. Pettersen, Sen. K. Donovan, Sen. D. Moreno

 **THIS BILL FAILED.** This bill would make it an unfair employment practice for an employer to seek information about an applicant's work history (i.e., wage, salary, benefits). These practices often result in wage disparities of women and people of color. *This bill, like so many others, died in the Senate State, Veterans and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

### HB18-1436

## Emergency Risk Protection Orders

SPONSORS: Rep. A. Garnett, Rep. C. Wist,  
Sen. L. Court

 **THIS BILL FAILED.** This bill, also known as the Zackari Parrish Act, in memory of the Douglas County police officer who was killed on duty, would have allowed family members or law enforcement to seek a temporary extreme protection order to have guns taken from an individual who they can show is a danger to themselves or others. This carefully written proposal included due process protections, and could save lives. *The bill, like so many others, died in the Senate State, Veterans and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

### SB18-013

## Expand Child Nutrition Act

SPONSORS: Sen. R. Fields, Sen. B. Gardner,  
Rep. D. Michaelson Jenet

 **THIS BILL PASSED.** This bill extends the free lunch program to children eligible for reduced lunch through eighth grade. Currently, the program covers children through fifth grade, leaving many Colorado children in a situation where they cannot pay for lunch. We wholeheartedly support this legislation and the mothers, especially single mothers, who are struggling to feed their children in our state. *This bill passed both chambers and is on the way to Governor for signing.*

### HB18-1391

## Sexual Misconduct in Higher Education

SPONSORS: Rep. C. Duran, Rep. F. Winter,  
Sen. B. Martinez Humenik, Sen. A. Kerr

 **THIS BILL FAILED.** The bill requires each institution of higher education to adopt, periodically review, and update their policy on sexual misconduct. This bill would have created consistency, clarity, and fundamental fairness in process for all Colorado Institutions of Higher Education so that all students would have a safe and meaningful access to their education. The bill would have also established prevention education training standards and awareness measures to reduce the incidence of sexual misconduct on campuses. *This bill, like so many others, died in the Senate State, Veterans, and Military Affairs Committee on party line vote of three Republican no votes and two Democrat yes votes.*

### SB18-024

## Expand Access to Behavioral Health Care Providers

SPONSORS: Sen. C. Jahn, Sen. J. Tate,  
Rep. J. Singer, Rep. B. Pettersen

 **THIS BILL PASSED.** This legislation allows behavioral health workers to participate in the Colorado Health Services Program, which provides loan forgiveness for health professional who serve in shortage areas, which in Colorado includes many of our rural areas. This is extremely important to women who oversee the health care of their families and need access to behavioral health providers across our state. *This bill passed both chambers and is on the way to Governor for signing.*

### SB18-087

## In-State Tuition Foreign Nationals Settled in Colorado

SPONSORS: Sen. S. Fenberg, Rep. D. Michaelson Jenet, Rep. F. Winter

 **THIS BILL PASSED.** The bill grants eligibility for in-state tuition status to refugees and certain immigrants admitted to the United States pursuant to federal law who have settled. We are proud to have supported this bill and appreciate the work of the Interfaith Alliance, one of our organizational members. *This legislation will help many refugee women afford to attend college in Colorado. This bill passed both chambers and is on the way to Governor for signing.*

### SB18-171

## Marketplace Contractor Workers' Compensation Unemployment

SPONSORS: Sen. C. Holbert | Sen. A. Williams | Rep. D. Pabon | Rep. L. Sias

**WLC opposed this bill. THIS BILL FAILED.**

SB18-171 proposed anyone working for a "marketplace platform" (i.e., Handy or Instacart) be classified as an independent contractor, absolving the business from paying payroll taxes that go toward unemployment, and disqualifying these workers from unemployment benefits. Women's Lobby of Colorado, like many of our members, opposed this bill because of the potential to undermine employee protections in law. Many Colorado women find themselves working these jobs as our economy changes, or to supplement their incomes, and we believe they must have worker protections in all jobs. *This bill was laid over in the House this year.*

### HB18-1438

## Health Care Coverage Reproductive Health Care

\*Not Scored

SPONSORS: Rep. D. Esgar

WLC supported this bill, also known as the Reproductive Rights, Health and Justice Act included many important protections for reproductive health care coverage, sought to increase access to abortion care, sought to improve coverage for pregnant women with Medicaid coverage, and would have removed the five year bar for immigrants to get Medicaid coverage. *This bill was pulled this year but will be back!*

## Four Anti-Women's Health Bills

\*Not Scored

As we see every year four bills were introduced with the goal of reducing or eliminating access to safe and legal abortion. Women's Lobby opposed those bills including a bill to require doctors to share medically inaccurate information and shame women (HB18-1083), a bill that sought to vilify and shame abortion care generally (HB18-1120), a bill to shame abortion care through vilifying fetal tissue research (HB18-1121), and a bill to unconstitutionally ban all abortion and some types of birth control (HB18-1225). *All of these bills were killed in House committees by a party line vote, with Democrats voting against them. To learn more visit [www.leg.colorado.gov](http://www.leg.colorado.gov).*

# Colorado Senate District, Score, and Votes

SENATOR	DISTRICT	SCORE
Aguilar, Irene (D)	32	83%
Baumgardner, Randy (R)	8	50%
Cooke, John (R)	13	44%
Coram, Don (R)	6	86%
Court, Lois (D)	31	86%
Crowder, Larry (R)	35	86%
Donovan, Kerry (D)	5	86%
Fenberg, Stephen (D)	18	86%
Fields, Rhonda (D)	29	86%
Garcia, Leroy (D)	3	86%
Gardner, Bob (R)	12	71%
Grantham, Kevin (R)	2	86%
Guzman, Lucia (D)	34	86%
Hill, Owen (R)	10	25%
Holbert, Chris (R)	30	57%
Jahn, Cheri (D)	20	86%
Jones, Matt (D)	17	100%
Kagan, Daniel (D)	26	100%
Kefalas, John (D)	14	86%
Kerr, Andy (D)	22	86%
Lambert, Kent (R)	9	50%
Lundberg, Kevin (R)	15	57%
Marble, Vicki (R)	23	25%
Martinez Humenik, Beth (R)	24	86%
Merrifield, Michael (D)	11	100%
Moreno, Dominick (D)	21	100%
Neville, Tim (R)	16	57%
Priola, Kevin (R)	25	86%
Scott, Ray (R)	7	83%
Smallwood, Jim (R)	4	57%
Sonnenberg, Jerry (R)	1	57%
Tate, Jack (R)	27	71%
Todd, Nancy (D)	28	86%
Williams, Angela (D)	33	86%
Zenzinger, Rachel (D)	19	86%

SENATOR	HB18 1243	HB18 1001	HB 1136	HB18 1256	HB18 1262	HB18 1352	HB18 1377	HB18 1391	HB18 1436	SB18 013	SB18 024	SB18 087	SB18 171
Aguilar (D)	e	o	u	u	o	o	o	o	o	u	u	u	u
Baumgardner (R)	u	o	e	u	o	o	o	o	o	u	u	u	u
Cooke (R)	u	o	u	u	o	x	x	o	o	u	u	u	u
Coram (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Court (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Crowder (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Donovan (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Fenberg (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Fields (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Garcia (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Gardner (R)	u	o	u	u	o	o	o	x	o	u	u	u	u
Grantham (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Guzman (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Hill (R)	u	x	u	u	x	x	x	o	x	u	u	u	u
Holbert (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Jahn (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Jones (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Kagan (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Kefalas (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Kerr (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Lambert (R)	u	o	u	u	o	o	o	x	o	u	u	e	u
Lundberg (R)	u	o	u	u	o	o	o	x	o	u	u	u	u
Marble (R)	u	x	u	u	x	x	x	o	x	u	u	u	u
Martinez Humenik (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Merrifield (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Moreno (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Neville (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Priola (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Scott (R)	u	o	u	u	o	o	o	o	o	u	u	e	u
Smallwood (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Sonnenberg (R)	u	x	u	u	x	o	o	x	o	u	u	u	u
Tate (R)	u	o	u	u	o	o	o	o	o	u	u	u	u
Todd (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Williams (D)	u	o	u	u	o	o	o	o	o	u	u	u	u
Zenzinger (D)	u	o	u	u	o	o	o	o	o	u	u	u	u

# Colorado House of Representatives District, Score, and Votes

REPRESENTATIVE	DISTRICT	SCORE
Arndt, Jeni James (D)	53	100%
Becker, Jon (R)	13	17%
Becker, KC (D)	65	100%
Beckman, Susan (R)	38	17%
Benavidez, Adrienne (D)	32	100%
Bridges, Jeff (D)	3	100%
Buck, Perry (R)	49	17%
Buckner, Janet (D)	40	100%
Carver, Terri (R)	20	20%
Catlin, Marc (R)	58	30%
Coleman, James (D)	7	100%
Covarrubias, Phil (R)	56	17%
Danielson, Jessie (D)	24	100%
Duran, Crisanta (D)	5	100%
Esgar, Daneya (D)	46	100%
Everett, Justin (R)	22	8%
Exum, Tony (D)	17	100%
Foote, Mike (D)	12	100%
Garnett, Alec (D)	2	100%
Ginal, Joann (D)	52	100%
Gray, Matt (D)	33	92%
Hamner, Millie (D)	61	100%
Hansen, Chris (D)	6	100%
Herod, Leslie (D)	8	100%
Hooton, Edie (D)	10	100%
Humphrey, Stephen (R)	48	8%
Jackson, Dominique (D)	42	100%
Kennedy, Chris (D)	23	100%
Kraft-Tharp, Tracy (D)	29	91%
Landgraf, Lois (R)	21	27%
Lawrence, Polly (R)	39	25%
Lee, Pete (D)	18	100%
Leonard, Timothy (R)	25	8%

REPRESENTATIVE	DISTRICT	SCORE
Lewis, Kimmi (R)	64	20%
Liston, Larry (R)	16	17%
Lontine, Susan (D)	1	100%
Lundeen, Paul (R)	19	17%
McKean, Hugh (R)	51	17%
McLachlan, Barbara (D)	59	100%
Melton, Jovan (D)	41	100%
Michaelson Jenet, Dafna (D)	36	100%
Neville, Patrick (R)	45	0%
Pabon, Dan (D)	4	100%
Pettersen, Brittany (D)	20	100%
Rankin, Bob (R)	57	33%
Ransom, Kim (R)	44	8%
Reyher, Judy (R)	47	25%
Roberts, Dylan (D)	26	100%
Rosenthal, Paul (D)	9	100%
Saine, Lori (R)	63	8%
Salazar, Joseph (D)	31	100%
Sandridge, Shane (R)	14	8%
Sias, Lang (R)	27	17%
Singer, Jonathan (D)	11	100%
Thurlow, Dan (R)	55	33%
Valdez, Donald (D)	62	100%
Van Winkle, Kevin (R)	43	8%
Weissman, Mike (D)	36	100%
Willett, Yeulin (R)	54	33%
Williams, Dave (R)	15	8%
Wilson, James (R)	60	36%
Winkler, Alexander (R)	34	9%
Winter, Faith (D)	35	100%
Wist, Cole (R)	37	25%
Young, Dave (D)	50	100%

Women's Lobby of Colorado 2018 Legislative Scorecard

REPRESENTATIVE	HB18 1243	HB18 1001	HB18 1136	HB18 1256	HB18 1262	HB18 1352	HB18 1377	HB18 1391	HB18 1436	SB18 013	SB18 024	SB18 087	SB18 171
Arndt (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Becker, J. (R)	👍	🗿	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Becker, K. (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Beckman (R)	👍	🗿	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Benavidez (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Bridges (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Buck (R)	👍	🗿	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Buckner (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Carver (R)	e	🗿	👍	👍	🗿	🗿	🗿	🗿	e	🗿	🗿	🗿	✗
Catlin (R)	👍	🗿	👍	🗿	🗿	🗿	🗿	e	e	🗿	👍	🗿	○
Coleman (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Covarrubias (R)	👍	🗿	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Danielson (D)	👍	👍	👍	👍	👍	👍	👍	e	👍	👍	👍	👍	○
Duran (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Esgar (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Everett (R)	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Exum (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Foote (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Garnett (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Ginal (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Gray (D)	👍	👍	👍	👍	👍	👍	🗿	👍	👍	👍	👍	👍	○
Hamner (D)	👍	👍	👍	👍	👍	👍	👍	👍	e	👍	👍	👍	○
Hansen (D)	e	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Herod (D)	👍	👍	👍	👍	e	👍	👍	👍	👍	👍	👍	👍	✗
Hooton (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Humphrey (R)	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Jackson (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Kennedy (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Kraft-Tharp (D)	👍	e	👍	👍	👍	👍	🗿	👍	👍	👍	👍	👍	○
Landgraf (R)	👍	🗿	👍	👍	🗿	🗿	e	🗿	🗿	🗿	🗿	🗿	○
Lawrence (R)	👍	🗿	👍	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○
Lee (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Leonard (R)	👍	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	🗿	○

Women's Lobby of Colorado 2018 Legislative Scorecard

REPRESENTATIVE	HB18 1243	HB18 1001	HB18 1136	HB18 1256	HB18 1262	HB18 1352	HB18 1377	HB18 1391	HB18 1436	SB18 013	SB18 024	SB18 087	SB18 171
Lewis (R)	👍	👎	👍	e	👎	👎	👎	👎	e	👎	👎	👎	○
Liston (R)	👍	👎	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Lontine (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Lundeen (R)	👍	👎	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	✗
McKean (R)	👍	👎	👎	👍	👎	👎	👎	👎	👎	👎	👎	👎	○
McLachlan (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Melton (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	✗
Michaelson Jenet (D)	👍	👍	👍	👍	e	👍	👍	👍	👍	👍	👍	e	○
Neville, P. (R)	e	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Pabon (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Pettersen (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Rankin (R)	👍	👎	👍	👎	👎	👎	👎	👎	👎	👎	👍	👍	○
Ransom (R)	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Reyher (R)	👍	👎	👍	👎	👎	👎	👎	👎	👎	👎	👎	👍	○
Roberts (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Rosenthal (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Saine (R)	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Salazar (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Sandridge (R)	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Sias (R)	👍	👎	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Singer (D)	👍	👍	👍	👍	👍	e	👍	👍	👍	👍	👍	👍	○
Thurlow (R)	👍	👎	👎	👍	👎	👎	👎	👎	👍	👎	👍	👎	○
Valdez (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Van Winkle (R)	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Weissman (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○
Willett (R)	👍	👎	👍	👍	👎	👎	👎	👎	👎	👎	👍	👎	✗
Williams, D. (R)	👍	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	👎	○
Wilson (R)	👍	👎	👍	👎	👎	👎	👍	👎	e	👎	👍	👎	○
Winkler (R)	👍	👎	👎	👎	Not in	👎	👎	👎	👎	👎	👎	👎	○
Winter (D)	👍	👍	👍	👍	👍	👍	👍	e	👍	👍	👍	👍	○
Wist (R)	👍	👎	👎	👍	👎	👎	👎	👎	👍	👎	👎	👎	✗
Young (D)	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	👍	○

PROTECT.  
THE.  
TEACHER.  
NOT.  
THE.  
HARASSER.  
PERIOD.



Photo by Dave Russell

## *Confronting Sexual Harassment at the Colorado Legislature and All Levels of Society*

The relationships between our leaders and their staff and constituents are an important component of the work they do for our state. If leaders abuse their power for their own personal gain, we expect there to be a process to report such behavior and consequences for breaching standards of conduct.

Any successes of the 2018 legislative session were overshadowed by the unfortunate reality that the Capitol building no longer felt like a safe place for Coloradans to participate in civic engagement of any kind. When all of Colorado looked this year to the General Assembly to set a tone and standard for accountability after sexual harassment claims came to the forefront, we instead witnessed a disparate response between chambers that only served to silence victims and politicize an issue that has always been independent of party affiliation.

Where the House voted to pass a resolution (HR18-1005) with the bipartisan support of 36 Democrats and 16 Republicans to expel Representative Lebsock (D-Thorton), the Senate instead politicized the process and voted down a resolution (SR18-003) to expel Senator Baumgardner (R-Hot Sulphur Springs) in a near party-line vote where only one Republican joined the Democratic caucus to denounce the multiple findings of sexual harassment and assault committed by the Senator.

In addition to the Lebsock and Baumgardner investigations, multiple complaints of sexually harassing behavior were filed against three other members of the General Assembly: Representative Rosenthal (D-Denver), Senator Tate (R-Centennial), and Senator Crowder (R-Alamosa). Rep. Rosenthal was removed from committee leadership, but no consequences were imposed by Senate Leadership



Rep. Faith Winter talking to reporters after expulsion vote of Rep. Steve Lebsack

on Senators Tate and Crowder through the Legislature’s workplace discrimination policy — despite findings that the complaints against them both were credible.

The actions of our General Assembly to address sexual harassment, particularly those taken by Senate leadership, were unacceptable and demand the immediate attention of policy-makers to re-establish the Capitol as a safe place. Colorado deserves more from our elected officials and needs the General Assembly to treat the eradication of sexual violence as the bipartisan issue that it is.

This year it became clear that there is not a sufficient process to respond to harassment in place at our legislature. Ambiguities in the process allowed the rules to be changed by those in power

to avoid consequences after people filed their complaints in good faith. In response to these reports of harassment, Investigations Law Group, an independent consulting firm was hired to evaluate the culture of the legislature and lobby around sexual harassment.

The report from Investigations Law Group found that about one-third of roughly 500 people who were surveyed acknowledged having seen or experienced harassment but that only a fraction felt comfortable speaking out. Half said they observed sexist or disrespectful behavior. The recommendations listed below have been modified from on Investigation Law Firms report. The full report can be accessed at this url: [www.leg.colorado.gov/sites/default/files/the\\_report\\_final\\_2](http://www.leg.colorado.gov/sites/default/files/the_report_final_2)

## Recommendation for Addressing Sexual Harassment

The recommendations listed below have been modified from on Investigation Law Firms report. We believe that implementing these recommendations are instrumental to changing the culture at the Colorado Capitol and all levels of society.

**Culture** - The report found that the culture of the Colorado capitol does include sexual harassment. This needs to change.

**Resources** - The legislature needs more human resources investments to ensure individuals have a place to go for help.

**Empowerment** - The individuals facing sexual harassment need to feel they can come forward and that they will get help.

**Current Policies** - The Colorado legislature's rules and procedures must be updated, including reporting options and complaint handling. This is a problem in many state legislatures, and it is time to change it.

**Retaliation** - Retaliation is a real concern for many people and is not addressed in current policies.

**Confidentiality** - Currently the system has partial confidentiality. This must be addressed.

**Accountability** - Accountability for misbehavior in the political arms of the institution should be strengthened, made consistent, and be proportionate.

**Complaint Handling** - The complaint intake and resolution process needs to be professionalized, enhanced, and centralized.

**Training and Outreach** - Effective training and outreach should be a priority to enhance positive culture change and reflect best practices.

**Focus on the Strengths** - The Colorado legislature can be a congenial place. This can be supported while also supporting a safe working environment for all.

**Survivor protections** - It is vital to protect anonymous reporting to ensure survivors can get help and that the issues can be remedied.

## HR18-1005

### Colorado House of Representatives: Votes to Expel Steve Lebsack

👍	Arndt, Jeni James (D)
🗨️	Becker, Jon (R)
👍	Becker, KC (D)
👍	Beckman, Susan (R)
👍	Benavidez, Adrienne (D)
👍	Bridges, Jeff (D)
🗨️	Buck, Perry (R)
👍	Buckner, Janet (D)
👍	Carver, Terri (R)
🗨️	Catlin, Marc (R)
👍	Coleman, James (D)
👍	Covarrubias, Phil (R)
👍	Danielson, Jessie (D)
👍	Duran, Crisanta (D)
👍	Esgar, Daneya (D)
🗨️	Everett, Justin (R)
👍	Exum, Tony (D)
👍	Foote, Mike (D)
👍	Garnett, Alec (D)
👍	Ginal, Joann (D)
👍	Gray, Matt (D)
👍	Hamner, Millie (D)
👍	Hansen, Chris (D)
👍	Herod, Leslie (D)
👍	Hooton, Edie (D)
🗨️	Humphrey, Stephen (R)
👍	Jackson, Dominique (D)
👍	Kennedy, Chris (D)
👍	Kraft-Tharp, Tracy (D)
👍	Landgraf, Lois (R)
👍	Lawrence, Polly (R)
👍	Lee, Pete (D)

👍	Leonard, Timothy (R)
🗨️	Lewis, Kimmi (R)
👍	Liston, Larry (R)
👍	Lontine, Susan (D)
👍	Lundeen, Paul (R)
👍	McKean, Hugh (R)
👍	McLachlan, Barbara (D)
👍	Melton, Jovan (D)
👍	Michaelson Jenet, Dafna (D)
🗨️	Neville, Patrick (R)
👍	Pabon, Dan (D)
👍	Pettersen, Brittany (D)
👍	Rankin, Bob (R)
🗨️	Ransom, Kim (R)
🗨️	Reyher, Judy (R)
👍	Roberts, Dylan (D)
👍	Rosenthal, Paul (D)
🗨️	Saine, Lori (R)
👍	Salazar, Joseph (D)
🗨️	Sandridge, Shane (R)
👍	Sias, Lang (R)
👍	Singer, Jonathan (D)
👍	Thurlow, Dan (R)
👍	Valdez, Donald (D)
👍	Van Winkle, Kevin (R)
👍	Weissman, Mike (D)
🗨️	Willett, Yeulin (R)
👍	Williams, Dave (R)
👍	Wilson, James (R)
👍	Winter, Faith (D)
👍	Wist, Cole (R)
👍	Young, Dave (D)

## SR18-003

### Colorado Senate: Votes to Expel Sen. Randy Baumgardner

	Aguilar (D)
	Baumgardner (R)
	Cooke (R)
	Coram (R)
	Court (D)
	Crowder (R)
	Donovan (D)
	Fenberg (D)
	Fields (D)
	Garcia (D)
	Gardner (R)
	Grantham (R)
	Guzman (D)
	Hill (R)
	Holbert (R)
	Jahn (D)
	Jones (D)
	Kagan (D)

	Kefalas (D)
	Kerr (D)
	Lambert (R)
	Lundberg (R)
	Marble (R)
	Martinez Humenik (R)
	Merrifield (D)
	Moreno (D)
	Neville T. (R)
	Priola (R)
	Scott (R)
	Smallwood (R)
	Sonnenberg (R)
	Tate (R)
	Todd (D)
	Williams A. (D)
	Zenzinger (D)

## Now is a Critical Moment

The cornerstone of a successful harassment prevention strategy is the consistent and demonstrated commitment of senior leaders to create and maintain a culture in which harassment is not tolerated. We, as a society, cannot expect or demand that victims report, unless we are willing to support practices that make it safe for victims to come forward, provide a fair and balanced process for examining what occurred, and hold individuals accountable when they are found to have committed offenses.

Now is a critical moment. In a period when addressing sexual violence has taken a national stage, the General Assembly has an unprecedented opportunity to build meaningful protections from harassment and retaliation, and, in doing so, to earn back the trust of the people they are intended to protect. Epidemics, like this, affect everyone regardless of party affiliation, and elected officials need to treat this as the bipartisan issue it always has been.



Women's Lobby of Colorado thanks our Interim Executive Director, Ashley Wheeland, and our board members: Peg Perl, Chair; Anna Crawford, Vice-Chair; Roweena Naidoo, Treasurer; Sophia Guerrero-Murphy, Secretary; Christine Breen, Assistant Treasurer; Sue Brown; Avalon Fajardo-Anstine; Kristina Getty; Renee Larrarte; Michal Rosenoer; and Raana Simmons.

We also thank our organizational members: 9to5 Colorado, AAUW Colorado, Blossom Project, Business and Professional Women of Colorado, CCHI, Colorado Coalition Against Sexual Assault, Colorado Center on Law and Policy, Colorado Fiscal Institute, Colorado Organization for Latina Opportunity and Reproductive Rights, Colorado Coalition for the

Homeless, Colorado Chapter of Moms Demand Action, Colorado Coalition for Immigrant Rights, Conservation Colorado, Colorado Religious Coalition for Reproductive Choice, Office of the Denver Clerk and Recorder, City and County of Denver, Denver Women's Collaborative, NARAL Pro-Choice Colorado, National Council of Jewish Women, Planned Parenthood of the Rocky Mountains, ProgressNow Colorado, Women's Collaborative for Colorado, Women's Foundation of Colorado.



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