

Colorado Bans Age-Related Questions in Job Applications

Effective July 1, 2024, Colorado [Senate Bill 23-058](#) (SB 23-058) prohibits employers from requesting or requiring information about a job applicant's age, birthdate or education attendance/graduation dates within an initial job application.

Employers Impacted: Employers with one or more employees performing work in Colorado.

Effective Date: July 1, 2024.

Suggested Actions:

- Review and amend, if necessary, your pre-employment policies and practices to ensure compliance. Your review should include, but may not be limited to, job postings and any application forms for employment.
 - Note: Your job applications should also comply with related restrictions, such as Colorado's [Chance to Compete Act](#), which prohibits covered employers from stating in an advertisement for employment that a person with a criminal history may not apply.
- HR Authorizers can access a compliant job application form via the [TriNet Navigator Suite](#) > Navigator Onboarding tile > Create New Document > Navigator Employ.
- Train your HR contacts and any individuals involved in the interview process on this update and any changes to your policies, practices or documents.
- Consider enrolling managers and supervisors in HR 101: Best Practices in Hiring. [Click here](#) to learn more.
- To learn more about pre-employment restrictions, review:
 - The [Recruitment and Onboarding](#) subpage of the Regulatory Resources microsite; and
 - [Recruitment and Onboarding: Applications for Employment](#).

Summary:

Application materials, such as certifications and transcripts, may be requested at the time of the initial employment application if the company notifies the job applicant of their right to redact any age-related information.

Employers can request verification to comply with age-related requirements under a legitimate, safety-related occupational qualification, or in accordance with requirements under local, state or federal laws (under the condition that the employer does not require specific age-related information).

Failure to comply may result in the following, with each non-compliant job posting constituting a separate violation under the law and requiring compliance within 15 business days along with:

- A warning for a first violation;
- A penalty of up to \$1,000 for a second violation; and
- A penalty of up to \$2,000 for a third and all subsequent violations.

If you have any questions, log in to TriNet (login.TriNet.com) and click Contact TriNet. If you are unable to log in, [watch this short video](#) or go to TriNet (login.TriNet.com) and select one of the following options: Forgot Password, Forgot ID, Unlock Account, Login Help.



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