

CHAPTER 331

AN ACT concerning health care professionals and supplementing Title 45 of the Revised Statutes.

BE IT ENACTED *by the Senate and General Assembly of the State of New Jersey:*

C.45:1-73.1 Definitions.

1. a. As used in this section:

"Cultural competency" refers to the ability to interact effectively with people of different cultures, socio-economic status, gender, races, ethnic backgrounds, religions, and other diversity categories in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each.

"Implicit bias" means a bias in judgment or behavior that results from subtle cognitive processes, including implicit prejudice and implicit stereotypes, that often operate at a level below conscious awareness and without intentional control.

b. (1) Any health care professional licensed or certified pursuant to Title 45 of the Revised Statutes who provides in-home health care services, including a homemaker-home health aide, shall be required to complete one credit of continuing education in cultural competency and implicit bias training, within one year following the effective date of this act and biennially thereafter.

(2) A health care professional to whom paragraph (1) of this subsection applies shall complete cultural competency and implicit bias training on scheduled work time and be compensated by his or her employer for the training at the appropriate rate of pay.

c. The cultural competency and implicit bias training curriculum shall include, but need not be limited to:

- (1) identification and understanding of implicit biases and stereotypes related to race, ethnicity, religion, sexual orientation, gender identity, and disability;
- (2) communication techniques that account for potential impacts of implicit biases;
- (3) strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes, care, or treatment;
- (4) cultural awareness and cultural competence in healthcare; and
- (5) understanding health disparities and social determinants of health.

C.45:1-73.2 Rules, regulations.

2. The Director of the Division of Consumer Affairs in the Department of Law and Public Safety may adopt rules and regulations, which shall be effective immediately upon filing with the Office of Administrative Law for a period not to exceed 18 months and shall thereafter be adopted in accordance with the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et seq.), as are necessary to effectuate the provisions of this act.

3. This act shall take effect 180 days following enactment.

Approved January 16, 2024.