

ASSEMBLY, No. 5630

STATE OF NEW JERSEY 218th LEGISLATURE

INTRODUCED JUNE 17, 2019

Sponsored by:

Assemblywoman ELIANA PINTOR MARIN

District 29 (Essex)

Assemblywoman NANCY F. MUNOZ

District 21 (Morris, Somerset and Union)

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Co-Sponsored by:

Assemblywomen B.DeCroce, Schepisi, Vainieri Huttle, Murphy and Downey

SYNOPSIS

Requires Civil Service Commission to establish and maintain hotline for State employees to submit reports of workplace discrimination and harassment.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/21/2019)

1 AN ACT concerning a Civil Service Commission hotline for State
2 employees to submit reports of workplace discrimination and
3 harassment and supplementing Title 11A of the New Jersey
4 Statutes.

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

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9 1. Within 60 days of the effective date of P.L. , c.
10 (C.)(pending before the Legislature as this bill), the Civil
11 Service Commission shall establish a toll-free telephone hotline
12 available, at a minimum, weekdays between 8:30 a.m. and 5:30
13 p.m. through which an employee of any State agency may report
14 confidentially a suspected incident of discrimination or harassment
15 in the workplace. The hotline shall receive such reports and shall
16 respond to each report with general or individualized information
17 regarding the laws, regulations, policies, and procedures relevant to
18 incidents of discrimination or harassment in the workplace.

19 Upon the request of an employee who calls the hotline, the
20 hotline shall provide the employee with appropriate referrals for
21 further assistance and counseling.

22 To ensure the integrity of the telephone hotline and to encourage
23 employees to utilize it, the commission shall provide for the
24 confidentiality of the names of the employees calling, the
25 information discussed with each employee, and any referrals made
26 for further assistance or counseling. A report may be submitted by
27 an employee anonymously.

28 The commission shall take appropriate steps to publicize the
29 hotline.

30 The persons staffing the hotline shall be trained by the Civil
31 Service Commission. To the greatest extent possible, the persons
32 staffing the hotline shall have experience or education on the laws,
33 regulations, policies, and procedures regarding discrimination and
34 harassment in the workplace. The persons staffing the hotline shall
35 be trained to make referrals for further assistance and counseling.

36 The commission shall take such actions as are necessary to
37 consolidate the telephone hotline required by this section with an
38 existing State telephone hotline service if deemed by the
39 commission to be an efficient and effective use of resources.

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41 2. This act shall take effect immediately.

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STATEMENT

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46 This bill requires the Civil Service Commission to establish a
47 telephone hotline available, at a minimum, weekdays between 8:30
48 a.m. and 5:30 p.m. through which an employee of a State agency

1 may report confidentially a suspected incident of discrimination or
2 harassment in the workplace. The hotline will receive such reports
3 and respond to each report with general or individualized
4 information regarding the laws, regulations, policies, and
5 procedures relevant to incidents of discrimination or harassment in
6 the workplace. Upon the request of an employee who calls the
7 hotline, the hotline must provide the employee with appropriate
8 referrals for further assistance and counseling.

9 To ensure the integrity of the telephone hotline and to encourage
10 employees to utilize it, the commission must provide for the
11 confidentiality of the names of the employees calling, the
12 information discussed with each employee, and any referrals made
13 for further assistance or counseling. A report may be submitted
14 anonymously.

15 The commission must take appropriate steps to publicize the
16 hotline.

17 To the greatest extent possible, the persons staffing the hotline
18 must have experience or education on the laws, regulations,
19 policies, and procedures regarding discrimination and harassment in
20 the workplace. The persons staffing the hotline must be trained to
21 provide referrals for further assistance and counseling.

22 The commission must take such actions as are necessary to
23 consolidate the telephone hotline required by this bill with an
24 existing State telephone hotline service if deemed to be an efficient
25 and effective use of resources.