

[First Reprint]

ASSEMBLY, No. 4532

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED AUGUST 13, 2020

Sponsored by:

Assemblywoman SHANIQUE SPEIGHT

District 29 (Essex)

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblywoman VALERIE VAINIERI HUTTLE

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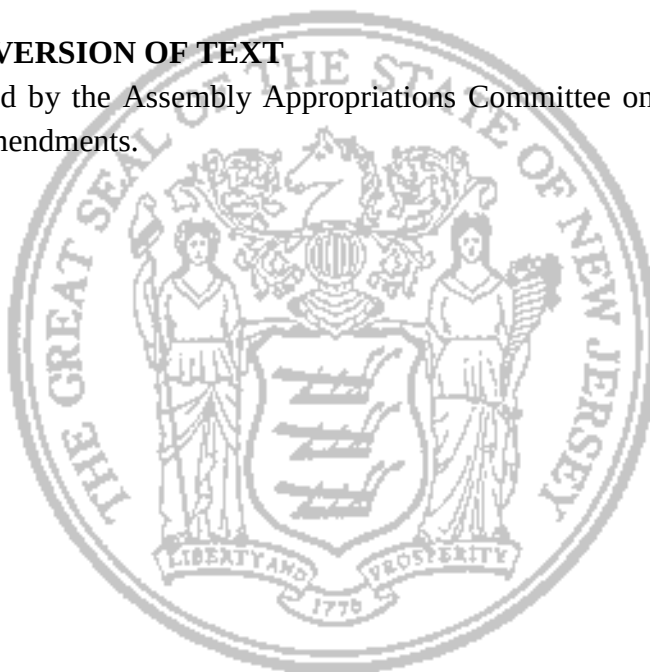
Assemblyman Verrelli and Assemblywoman Timberlake

SYNOPSIS

Requires cultural diversity and implicit bias training be included in police basic training curriculum.

CURRENT VERSION OF TEXT

As reported by the Assembly Appropriations Committee on December 13, 2021, with amendments.



(Sponsorship Updated As Of: 6/16/2021)

1 AN ACT concerning cultural diversity and implicit bias basic
2 training for police officers, supplementing P.L.2016, c.23, and
3 amending P.L.1961, c.56.

4

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

7

8 1. (New section) a. The Police Training Commission shall
9 include in the basic training course curriculum for police officers
10 the cultural diversity training course materials developed or
11 identified by the Department of Law and Public Safety pursuant to
12 section 1 of P.L.2016, c.23 (C.52:17B-77.13).

13 b. The Department of Law and Public Safety shall develop or
14 identify training course materials concerning implicit bias in
15 policing. The Police Training Commission shall include these
16 training course materials in the basic training course curriculum for
17 police officers.

18 c. For the purposes of this section, “implicit bias” means
19 having attitudes towards people or associating stereotypes with
20 them without conscious knowledge.

21

22 2. Section 6 of P.L.1961, c.56 (C.52:17B-71) is amended to read
23 as follows:

24 6. The commission is vested with the power, responsibility and
25 duty:

26 a. To prescribe standards for the approval and continuation of
27 approval of schools at which police training courses authorized by this
28 act and in-service police training courses shall be conducted, including
29 but not limited to currently existing regional, county, municipal, and
30 police chief association police training schools or at which basic
31 training courses and in-service training courses shall be conducted for
32 State and county juvenile and adult correctional police officers and
33 juvenile detention officers;

34 b. To approve and issue certificates of approval to these schools,
35 to inspect the schools from time to time, and to revoke any approval or
36 certificate issued to the schools;

37 c. To prescribe the curriculum, the minimum courses of study,
38 attendance requirements, equipment and facilities, and standards of
39 operation for these schools. Courses of study in crime prevention may
40 be recommended to the Police Training Commission by the Crime
41 Prevention Advisory Committee, established by section 2 of P.L.1985,
42 c.1 (C.52:17B-77.1). The Police Training Commission may prescribe
43 psychological and psychiatric examinations for police recruits while in
44 the schools;

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AAP committee amendments adopted December 13, 2021.

1 d. To prescribe minimum qualifications for instructors at these
2 schools and to certify, as qualified, instructors for approved police
3 training schools and to issue appropriate certificates to the instructors;
4 minimum qualifications for these instructors shall include specialized
5 training in cultural diversity and implicit bias in policing;

6 e. To certify police officers, correctional police officers, juvenile
7 correctional police officers, and juvenile detention officers who have
8 satisfactorily completed training programs and to issue appropriate
9 certificates to the police officers, correctional police officers, juvenile
10 correctional police officers, and juvenile detention officers;

11 f. To advise and consent in the appointment of an administrator
12 of police services by the Attorney General pursuant to section 8 of
13 P.L.1961, c.56 (C.52:17B-73);

14 g. (Deleted by amendment, P.L.1985, c.491.)

15 h. To make rules and regulations as may be reasonably necessary
16 or appropriate to accomplish the purposes and objectives of this act;

17 i. To make a continuous study of police training methods and
18 training methods for correctional police officers, juvenile correctional
19 police officers, and juvenile detention officers and to consult and
20 accept the cooperation of any recognized federal or State law
21 enforcement agency or educational institution;

22 j. To consult and cooperate with universities, colleges, and
23 institutes in the State for the development of specialized courses of
24 study for police officers in police science and police administration;

25 k. To consult and cooperate with other departments and agencies
26 of the State concerned with police training or the training of
27 correctional police officers, juvenile correctional police officers, and
28 juvenile detention officers;

29 l. To participate in unified programs and projects relating to
30 police training and the training of correctional police officers, juvenile
31 correctional police officers, and juvenile detention officers sponsored
32 by any federal, State, or other public or private agency;

33 m. To perform other acts as may be necessary or appropriate to
34 carry out its functions and duties as set forth in this act;

35 n. To extend the time limit for satisfactory completion of police
36 training programs or programs for the training of correctional police
37 officers, juvenile correctional police officers, and juvenile detention
38 officers upon a finding that health, extraordinary workload, or other
39 factors have, singly or in combination, effected a delay in the
40 satisfactory completion of the training program;

41 o. ¹(1)¹ To furnish approved schools, for inclusion in their
42 regular police training courses and curriculum, with information
43 concerning the advisability of high speed chases, the risk caused by
44 them, and the benefits resulting from them;

45 ¹(2) To review and approve new standards and course curricula
46 for police training courses or programs to be offered by approved
47 schools for the training of police officers to be certified as a Drug
48 Recognition Expert for detecting, identifying, and apprehending drug-

1 impaired motor vehicle operators. The commission shall consult with
2 the Cannabis Regulatory Commission established by section 31 of
3 P.L.2019, c.153 (C.24:6I-24) with respect to any aspects of the course
4 curricula that focus on impairment from the use of cannabis items as
5 defined by section 3 of P.L.2021, c.16 (C.24:6I-33) or marijuana. Any
6 police officer certified and recognized by the commission as a Drug
7 Recognition Expert prior to the effective date of this section, as
8 amended by the “New Jersey Cannabis Regulatory, Enforcement,
9 Assistance, and Marketplace Modernization Act,” P.L.2021, c.16
10 (C.24:6I-31 et al), shall continue to be recognized as certified until that
11 certification has expired or is no longer considered valid as determined
12 by the commission, or the certification is replaced by the police officer
13 with a new certification in accordance with the new standards and
14 course curricula described in the paragraph.¹

15 p. To review and approve new standards and course curricula
16 developed by the Department of Corrections for both basic and in-
17 service training of State and county correctional police officers and
18 juvenile detention officers. These courses for the State correctional
19 police officers and juvenile detention officers shall be centrally
20 provided at the Corrections Officers' Training Academy of the
21 Department of Corrections. Courses for the county correctional police
22 officers and juvenile detention officers shall also be centrally provided
23 at the Corrections Officers' Training Academy unless an off-grounds
24 training program is established by the county. A county may elect to
25 establish and conduct a basic training program for correctional police
26 officers and juvenile detention officers seeking permanent
27 appointment in that county. The Corrections Officers' Training
28 Academy shall develop the curriculum of the basic training program to
29 be conducted by a county;

30 q. To administer and distribute the monies in the Law
31 Enforcement Officers Training and Equipment Fund established by
32 section 9 of P.L.1996, c.115 (C.2C:43-3.3) and make rules and
33 regulations for the administration and distribution of the monies as
34 may be necessary or appropriate to accomplish the purpose for which
35 the fund was established.

36 (cf: P.L.2021, c.16, s.85)

37

38 3. This act shall take effect on the first day of the fourth month
39 next following enactment.