

SENATE, No. 1183

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED FEBRUARY 3, 2020

Sponsored by:

Senator NILSA CRUZ-PEREZ

District 5 (Camden and Gloucester)

SYNOPSIS

Establishes mandatory training program for human resources officers of public employers on handling and responding to reports of domestic violence.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT establishing a mandatory domestic violence training
2 program for human resources officers of public employers and
3 supplementing Title 11A of the New Jersey Statutes.

4
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*
6 *of New Jersey:*

7
8 1. a. As used in this section:

9 “Commission” means the Civil Service Commission.

10 “Domestic violence” means domestic violence as defined in
11 section 3 of P.L.1991, c.261 (C.2C:25-19) and section 1 of
12 P.L.2003, c.41 (C.17:29B-16).

13 “Employee” means an employee of a public employer.

14 “Human resources officer” means an employee of a public
15 employer with a human resources job title, or its equivalent, who is
16 responsible for orienting, training, counseling, and appraising staff.

17 “Public employer” means the State of New Jersey and any
18 county, municipality, school district, or other political subdivision
19 thereof, and any agency, authority, or instrumentality of the
20 foregoing.

21 b. (1) The commission shall establish a domestic violence
22 training program for the purpose of educating human resources
23 officers on handling and response procedures concerning reports by
24 employees of domestic violence. The commission shall review the
25 domestic violence training program and curriculum at least once
26 every two years and shall require modification of the training
27 program from time to time, as need may require.

28 (2) The commission shall provide that the training program on
29 domestic violence matters shall include information concerning the
30 impact of domestic violence on society, the dynamics of domestic
31 violence, the basic elements of a protection order, the requirements
32 of the "New Jersey Security and Financial Empowerment Act,"
33 P.L.2013, c.82 (C.34:11C-1 et seq.), and the use of available
34 community resources, support services, and treatment options for
35 domestic violence victims.

36 (3) In the development of this training program, the
37 commission shall ensure consultation with law enforcement
38 personnel, prosecutors, social workers, and other persons trained in
39 counseling, crisis intervention, or in the treatment of domestic
40 violence victims.

41 c. The training program developed pursuant to subsection b.
42 of this section shall be available, at no cost, to human resources
43 officers of all public employers, regardless of whether the employer
44 is subject to the provisions of Title 11A, Civil Service, of the New
45 Jersey Statutes. The commission and the Division of Local
46 Government Services in the Department of Community Affairs
47 shall notify human resources officers and public employers about
48 the domestic violence training program and provide information

1 concerning the time and manner for taking the training program.
2 The Director of the Division of Local Government Services shall
3 periodically release Local Finance Notices concerning the
4 requirement, time, and manner for taking the training program.

5 d. Participation in the domestic violence training program
6 established pursuant to this section shall be mandatory for all
7 human resources officers employed by a public employer. The
8 public employer's appointing authority shall be responsible for
9 ensuring that all human resources officers employed by the public
10 employer take the domestic violence training program within 90
11 days of their appointment. A human resources officer who
12 successfully completes the domestic violence training program shall
13 receive a certification of completion as deemed appropriate by the
14 commission.

15
16 2. This act shall take effect on the first day of the sixth month
17 next following enactment, except the commission may take such
18 anticipatory administrative action in advance as shall be necessary
19 for the implementation of this act.

20 21 22 STATEMENT 23

24 This bill requires the Civil Service Commission to establish a
25 domestic violence training program for the purpose of educating
26 human resources officers on handling and responding to reports by
27 public employees of domestic violence. The training program
28 would be available, at no cost, to all public employers, regardless of
29 whether the employer is subject to the provisions of Title 11A, Civil
30 Service, of the New Jersey Statutes.

31 Under this bill, all training on domestic violence matters must
32 include information concerning the impact of domestic violence on
33 society, the dynamics of domestic violence, the basic elements of a
34 protection order, the requirements of the "New Jersey Security and
35 Financial Empowerment Act," and the use of available community
36 resources, support services, and treatment options for domestic
37 violence victims. The bill requires the commission to ensure
38 consultation about the program with law enforcement personnel,
39 prosecutors, social workers, and other persons trained in
40 counseling, crisis intervention, or in the treatment of domestic
41 violence victims. The bill requires the commission to review the
42 domestic violence training program and curriculum at least once
43 every two years and modify the training program from time to time,
44 as need may require.

45 Under the bill, participation in the domestic violence training
46 program would be mandatory for all human resources officers
47 employed by a public employer. The bill requires that all human
48 resources officers employed by a public employer take the domestic

S1183 CRUZ-PEREZ

4

1 violence training program within 90 days of their appointment. A
2 human resources officer who successfully completes the domestic
3 violence training program will receive a certification of completion
4 as deemed appropriate by the commission.

5 This bill would take effect on the first day of the sixth month
6 next following enactment, except the commission may take such
7 anticipatory administrative action in advance as may be necessary
8 to implement the provisions of the bill.