

SENATE, No. 2590

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JUNE 22, 2020

Sponsored by:

Senator JOSEPH P. CRYAN

District 20 (Union)

Senator VIN GOPAL

District 11 (Monmouth)

Co-Sponsored by:

Senators Singleton, Turner, Pou and Ruiz

SYNOPSIS

Requires civil service examination for police and correctional police officers to include questions to identify implicit racial bias.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 8/27/2020)

1 AN ACT concerning the Civil Service Examination for law
2 enforcement officers and supplementing Title 11A of the New
3 Jersey Statutes.

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

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8 1. The Civil Service Commission, in consultation with the
9 appropriate testing professional, shall include on the Civil Service
10 Examination for entry-level law enforcement officers questions
11 designed to identify implicit bias, including racial bias.

12
13 2. This act shall take effect on the first day of the fourth month
14 next following enactment, but the Civil Service Commission may
15 take any anticipatory administrative action necessary to implement
16 the provisions of this act.

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19 STATEMENT

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21 This bill requires the State Civil Service Commission to include
22 on the Civil Service entry-level law enforcement examination
23 questions designed to identify implicit bias, including racial bias, in
24 candidates applying for appointment to law enforcement officer
25 positions. The test is required for applicants for municipal and
26 county police officers, adult and juvenile correctional police
27 officers, sheriff's officers, and other law enforcement officer
28 positions.

29 Implicit bias refers to unconscious attitudes or stereotypes that
30 affect our understanding, actions, and decisions and may cause
31 feelings and attitudes about other people based on characteristics
32 such as race, ethnicity, age, and appearance.