

SENATE, No. 4137

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED NOVEMBER 12, 2021

Sponsored by:
Senator STEVEN V. OROHO
District 24 (Morris, Sussex and Warren)

SYNOPSIS

Prohibits public employers from requiring and funding training courses that pass blame or judgment on basis of race, ethnicity, or sex.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning required trainings for public employees and
2 supplementing chapter 6 of Title 11A of the Revised Statutes.

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

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7 1. a. A public employer shall not require an employee to
8 complete a training program that encourages participants to place
9 blame or pass judgment on individuals on the basis of their race,
10 ethnicity, or sex. The provisions of this subsection shall not be
11 interpreted to preclude a public employer from requiring an
12 employee to complete a training program on sexual harassment.

13 b. A public employer shall not expend funds to create an
14 employee training program that encourages participants to place
15 blame or pass judgment on individuals on the basis of their race,
16 ethnicity, or sex. The provisions of this subsection shall not be
17 interpreted to preclude a public employer from expending funds to
18 create a training program on sexual harassment.

19 c. The State Treasurer shall submit a report by December 31 of
20 each year to the Governor, and to the Legislature pursuant to
21 section 2 of P.L.1991, c.164 (C.52:14-19.1), regarding the number
22 of public employers that are in compliance with the provisions of
23 this section.

24 d. As used in this section:

25 “Place blame or pass judgment on individuals on the basis of
26 their race, ethnicity, or sex” means any of the following concepts:

27 (1) one race, ethnic group, or sex is inherently morally or
28 intellectually superior to another race, ethnic group, or sex;

29 (2) an individual, by virtue of the individual’s race, ethnicity, or
30 sex, is inherently racist, sexist, or oppressive, whether consciously
31 or unconsciously;

32 (3) an individual should be invidiously discriminated against or
33 receive adverse treatment solely or partly because of the
34 individual’s race, ethnicity, or sex;

35 (4) an individual’s moral character is determined by the
36 individual’s race, ethnicity, or sex;

37 (5) an individual, by virtue of the individual’s race, ethnicity, or
38 sex, bears responsibility for the actions committed by other
39 members of the same race, ethnicity, or sex;

40 (6) an individual should feel discomfort, guilt, anguish, or any
41 other form of psychological distress because of the individual’s
42 race, ethnicity, or sex; and

43 (7) meritocracy or traits such as a hard work ethic are racist or
44 sexist or were created by members of a particular race, ethnic
45 group, or sex to oppress members of another race, ethnic group, or
46 sex.

47 “Public employer” means the State of New Jersey and any
48 county, municipality, board of education, or other political

1 subdivision thereof, and any agency, authority, or instrumentality of
2 the foregoing.

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4 2. This act shall take effect immediately.

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STATEMENT

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9 This bill prohibits a public employer from requiring an employee
10 to complete a training program that encourages participants to place
11 blame or pass judgment on individuals on the basis of their race,
12 ethnicity, or sex. This bill further prohibits a public employer from
13 expending funds to create an employee training program that
14 encourages participants to place blame or pass judgment on
15 individuals on the basis of their race, ethnicity, or sex. Nothing in
16 the bill would prohibit a public employer from requiring an
17 employee to complete a training program on sexual harassment or
18 from spending funds to create a training program on sexual
19 harassment. For purposes of the bill, the term “place blame or
20 pass judgment on individuals on the basis of their race, ethnicity, or
21 sex” means any of the following concepts:

- 22 • one race, ethnic group, or sex is inherently morally or
23 intellectually superior to another race, ethnic group, or sex;
- 24 • an individual, by virtue of the individual’s race, ethnicity, or
25 sex, is inherently racist, sexist, or oppressive, whether
26 consciously or unconsciously;
- 27 • an individual should be invidiously discriminated against or
28 receive adverse treatment solely or partly because of the
29 individual’s race, ethnicity, or sex;
- 30 • an individual’s moral character is determined by the
31 individual’s race, ethnicity, or sex;
- 32 • an individual, by virtue of the individual’s race, ethnicity, or
33 sex, bears responsibility for the actions committed by other
34 members of the same race, ethnicity, or sex;
- 35 • an individual should feel discomfort, guilt, anguish, or any
36 other form of psychological distress because of the
37 individual’s race, ethnicity, or sex; and
- 38 • meritocracy or traits such as a hard work ethic are racist or
39 sexist or were created by members of a particular race, ethnic
40 group, or sex to oppress members of another race, ethnic
41 group, or sex.

42 A “public employer” is also defined under the bill to mean the State
43 of New Jersey and any county, municipality, board of education, or
44 other political subdivision as well as any agency, authority, or
45 instrumentality under their jurisdiction.

46 The State Treasurer would be required to submit a report by
47 December 31 of each year to the Governor and the Legislature

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- 1 regarding the number of public employers that are in compliance
- 2 with the provisions of this bill.