

[First Reprint]

ASSEMBLY, No. 862

STATE OF NEW JERSEY
220th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2022 SESSION

Sponsored by:

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District 28 (Essex)

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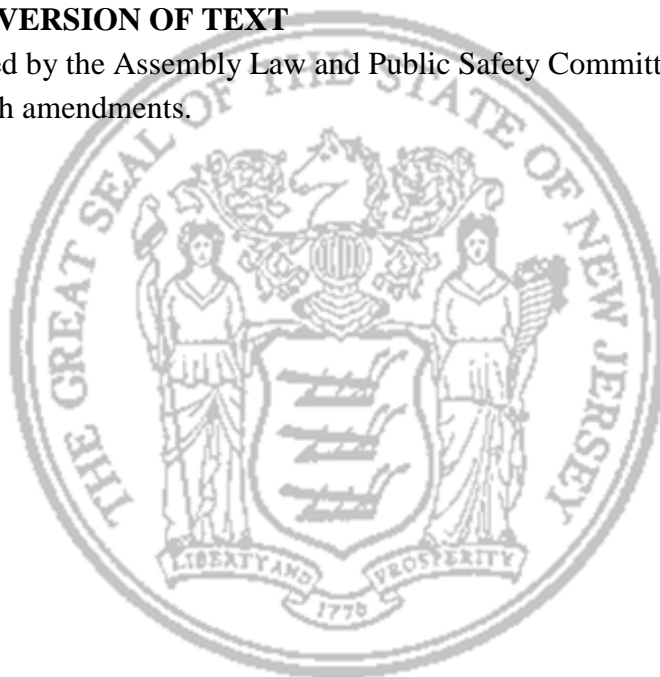
**Assemblywomen Timberlake, Murphy, Assemblyman Caputo,
Assemblywomen Eulner and Piperno**

SYNOPSIS

Concerns training of employees about access to public facilities for individuals with service or guide dogs.

CURRENT VERSION OF TEXT

As reported by the Assembly Law and Public Safety Committee on February 14, 2022, with amendments.



(Sponsorship Updated As Of: 3/8/2022)

1 AN ACT concerning training of employees about access to public
 2 facilities for individuals with service or guide dogs and
 3 supplementing P.L.1945, c.169 (C.10:5-1 et seq.).
 4

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

8 1. ¹a.¹ Any employer who has one or more employees who
 9 serve customers or other individuals in a place of public
 10 accommodation or other public facility, or who otherwise have the
 11 ability to provide or deny access to the place or facility, shall
 12 provide training to those employees ¹in accordance with the training
 13 requirements set forth in the pamphlet produced by the
 14 Commissioner of Labor and Workforce Development pursuant to
 15 subsection b. of this section¹ regarding the right of an individual
 16 with a disability to have a guide or service dog in a place of public
 17 accommodation or other public facility pursuant to the provisions of
 18 P.L.1971, c.130 (C.10:5-29 et seq.), P.L.1977, c.456 (C.10:5-29.1 et
 19 seq.), and the “Americans with Disabilities Act¹”¹ of 1990,¹¹
 20 Pub.L.101-336 (42 U.S.C. s.12101 et seq.). An employer may
 21 satisfy the training requirements of this section by utilizing training
 22 that may be provided at no cost by the Division on Civil Rights in
 23 the Department of Law and Public Safety, the New Jersey State Bar
 24 Association, or any other entity, or may, at its discretion, implement
 25 a training program at its own cost. The provisions of this section
 26 shall be administered and enforced by the division pursuant to the
 27 authority vested in it by the “Law Against Discrimination,”
 28 P.L.1945, c.169 (C.10:5-1 et seq.). The division shall set minimum
 29 standards for the training and make those standards available upon
 30 request.

31 ¹b. The commissioner shall prepare a pamphlet that provides
 32 information concerning the rights of an individual with a disability
 33 to have a guide or service dog in a place of public accommodation
 34 or other public facility pursuant to the provisions of P.L.1971,
 35 c.130 (C.10:5-29 et seq.), P.L.1977, c.456 (C.10:5-29.1 et seq.), and
 36 the “Americans with Disabilities Act of 1990,” Pub.L.101-336 (42
 37 U.S.C. s.12101 et seq.). The pamphlet shall contain a concise list of
 38 topics that are to be included in the employee training required
 39 pursuant to subsection a. of this section. The pamphlet shall be
 40 made available electronically on the Internet website of the
 41 Department of Labor and Workforce Development.

42 c. An employer who is required to provide training pursuant to
 43 subsection a. of this section shall distribute to each employee a
 44 paper copy of the pamphlet.

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 ALP committee amendments adopted February 14, 2022.

1 d. The employee shall sign and return to the employer a form
2 acknowledging that the employee received and reviewed the
3 pamphlet. The form shall be made available for inspection by the
4 commissioner upon request. The employer shall retain the form
5 during the period of employment and for a period of three years
6 following any termination of employment.¹

7

8 2. This act shall take effect immediately.