

# SENATE, No. 99

## STATE OF NEW JERSEY 221st LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2024 SESSION

**Sponsored by:**

**Senator NILSA I. 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**

Introduced Pending Technical Review by Legislative Counsel.



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

**S99 CRUZ-PEREZ**

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.