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"Domestic violence victims to get housing, workplace support in new laws," The Press of Atlantic City, January 8, 2018

RH/CL

P.L. 2017, CHAPTER 272, *approved January 8, 2018*
Assembly, No. 4124

1 **AN ACT** concerning uniform domestic violence policies for public
2 employers and supplementing Title 11A of the New Jersey
3 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 develop a uniform domestic
22 violence policy, which all public employers shall adopt and
23 distribute to their employees, regardless of whether a public
24 employer is subject to the provisions of Title 11A, Civil Service, of
25 the New Jersey Statutes. A public employer may modify the
26 uniform domestic violence policy to suit any unique needs of the
27 public employer; provided, however, that the public employer’s
28 domestic violence policy shall not conflict with the provisions of
29 paragraph (2) of this subsection. The commission shall review the
30 uniform domestic violence policy periodically and shall require
31 modification of the uniform domestic violence policy from time to
32 time, as need may require.

33 (2) The commission shall provide that the uniform domestic
34 violence policy, developed pursuant to this section, includes:

35 (a) a declaration encouraging employees who are victims of
36 domestic violence to contact their human resources officer and seek
37 assistance;

38 (b) a confidential method for employees to report domestic
39 violence incidents to human resources officers;

40 (c) a confidentiality policy to which human resources officers
41 receiving reports of domestic violence must adhere, unless a
42 domestic violence incident poses an emergent danger to employees
43 and the involvement of law enforcement is necessary;

1 (d) a listing of available State and local resources, support
2 services, treatment options, advocacy and legal services, medical
3 and counseling services, and law enforcement assistance services
4 for domestic violence victims;

5 (e) a requirement that an employee's records pertaining to a
6 domestic violence incident or domestic violence counseling be kept
7 separate from the employee's other personnel records;

8 (f) an explanation of the requirements of the "New Jersey
9 Security and Financial Empowerment Act," P.L.2013, c.82
10 (C.34:11C-1 et seq.); and

11 (g) a requirement for the public employer to develop a plan to
12 identify, respond to, and correct employee performance issues that
13 may be caused by a domestic violence incident.

14 (3) In the development of the uniform domestic violence policy,
15 the commission shall ensure consultation with human resources
16 officers, law enforcement personnel, prosecutors, social workers,
17 and other persons trained in counseling, crisis intervention, or in the
18 treatment of domestic violence victims.

19 c. The commission and the Division of Local Government
20 Services in the Department of Community Affairs shall distribute
21 the uniform domestic violence policy, and any modifications
22 thereto, to public employers. The Director of the Division of Local
23 Government Services shall release Local Finance Notices setting
24 forth any changes to the uniform domestic violence policy, as
25 changes occur.

26

27 2. This act shall take effect immediately.

28

29

30 STATEMENT

31

32 This bill requires the Civil Service Commission to develop a
33 uniform domestic violence policy, which all public employers shall
34 adopt and distribute to their employees, regardless of whether a
35 public employer is subject to the provisions of Title 11A, Civil
36 Service, of the New Jersey Statutes.

37 Under this bill, the uniform domestic violence policy must
38 include: (1) a declaration encouraging employees who are victims
39 of domestic violence to contact their human resources officer and
40 seek assistance; (2) a confidential method for employees to report
41 domestic violence incidents to human resources officers; (3) a
42 confidentiality policy to which human resources officers receiving
43 reports of domestic violence must adhere, unless a domestic
44 violence incident poses an emergent danger to employees and the
45 involvement of law enforcement is necessary; (4) a listing of
46 available State and local resources, support services, treatment
47 options, advocacy and legal services, medical and counseling
48 services, and law enforcement assistance services for domestic

1 violence victims; (5) a requirement that an employee's records
2 pertaining to a domestic violence incident or domestic violence
3 counseling be kept separate from the employee's other personnel
4 records; (6) an explanation of the requirements of the "New Jersey
5 Security and Financial Empowerment Act"; and (7) a requirement
6 for the public employer to develop a plan to identify, respond to,
7 and correct employee performance issues that may be caused by a
8 domestic violence incident. A public employer may modify the
9 uniform domestic violence policy, but the modified policy may not
10 conflict with the specific requirements set forth in this bill.

11 The bill requires the commission to ensure consultation about the
12 policy with human resources officers, law enforcement personnel,
13 prosecutors, social workers, and other persons trained in
14 counseling, crisis intervention, or in the treatment of domestic
15 violence victims. The bill requires the commission to review the
16 uniform domestic policy periodically and modify the policy from
17 time to time, as need may require.

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21

22 Requires public employers to implement certain policies for
23 handling and responding to reports of domestic violence.

ASSEMBLY, No. 4124

STATE OF NEW JERSEY 217th LEGISLATURE

INTRODUCED SEPTEMBER 19, 2016

Sponsored by:

Assemblywoman GABRIELA M. MOSQUERA

District 4 (Camden and Gloucester)

Assemblyman ARTHUR BARCLAY

District 5 (Camden and Gloucester)

Assemblywoman PATRICIA EGAN JONES

District 5 (Camden and Gloucester)

Assemblywoman VALERIE VAINIERI HUTTLE

District 37 (Bergen)

Assemblywoman PAMELA R. LAMPITT

District 6 (Burlington and Camden)

Assemblywoman JOANN DOWNEY

District 11 (Monmouth)

Assemblyman RAJ MUKHERJI

District 33 (Hudson)

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator NILSA CRUZ-PEREZ

District 5 (Camden and Gloucester)

Co-Sponsored by:

Assemblymen Holley, Houghtaling, Assemblywomen Pinkin, B.DeCroce, Muoio and Senator Turner

SYNOPSIS

Requires public employers to implement certain policies for handling and responding to reports of domestic violence.

CURRENT VERSION OF TEXT

As introduced.

(Sponsorship Updated As Of: 12/8/2017)

1 AN ACT concerning uniform domestic violence policies for public
2 employers and supplementing Title 11A of the New Jersey
3 Statutes.

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

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8 1. a. As used in this section:

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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).

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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 develop a uniform domestic
22 violence policy, which all public employers shall adopt and
23 distribute to their employees, regardless of whether a public
24 employer is subject to the provisions of Title 11A, Civil Service, of
25 the New Jersey Statutes. A public employer may modify the
26 uniform domestic violence policy to suit any unique needs of the
27 public employer; provided, however, that the public employer's
28 domestic violence policy shall not conflict with the provisions of
29 paragraph (2) of this subsection. The commission shall review the
30 uniform domestic violence policy periodically and shall require
31 modification of the uniform domestic violence policy from time to
32 time, as need may require.

33 (2) The commission shall provide that the uniform domestic
34 violence policy, developed pursuant to this section, includes:

35 (a) a declaration encouraging employees who are victims of
36 domestic violence to contact their human resources officer and seek
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38 (b) a confidential method for employees to report domestic
39 violence incidents to human resources officers;

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41 receiving reports of domestic violence must adhere, unless a
42 domestic violence incident poses an emergent danger to employees
43 and the involvement of law enforcement is necessary;

44 (d) a listing of available State and local resources, support
45 services, treatment options, advocacy and legal services, medical
46 and counseling services, and law enforcement assistance services
47 for domestic violence victims;

- 1 (e) a requirement that an employee's records pertaining to a
2 domestic violence incident or domestic violence counseling be kept
3 separate from the employee's other personnel records;
- 4 (f) an explanation of the requirements of the "New Jersey
5 Security and Financial Empowerment Act," P.L.2013, c.82
6 (C.34:11C-1 et seq.); and
- 7 (g) a requirement for the public employer to develop a plan to
8 identify, respond to, and correct employee performance issues that
9 may be caused by a domestic violence incident.
- 10 (3) In the development of the uniform domestic violence policy,
11 the commission shall ensure consultation with human resources
12 officers, law enforcement personnel, prosecutors, social workers,
13 and other persons trained in counseling, crisis intervention, or in the
14 treatment of domestic violence victims.
- 15 c. The commission and the Division of Local Government
16 Services in the Department of Community Affairs shall distribute
17 the uniform domestic violence policy, and any modifications
18 thereto, to public employers. The Director of the Division of Local
19 Government Services shall release Local Finance Notices setting
20 forth any changes to the uniform domestic violence policy, as
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23 2. This act shall take effect immediately.
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26 STATEMENT
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28 This bill requires the Civil Service Commission to develop a
29 uniform domestic violence policy, which all public employers shall
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32 Service, of the New Jersey Statutes.

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48 records; (6) an explanation of the requirements of the "New Jersey

A4124 MOSQUERA, BARCLAY

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1 Security and Financial Empowerment Act"; and (7) a requirement
2 for the public employer to develop a plan to identify, respond to,
3 and correct employee performance issues that may be caused by a
4 domestic violence incident. A public employer may modify the
5 uniform domestic violence policy, but the modified policy may not
6 conflict with the specific requirements set forth in this bill.

7 The bill requires the commission to ensure consultation about the
8 policy with human resources officers, law enforcement personnel,
9 prosecutors, social workers, and other persons trained in
10 counseling, crisis intervention, or in the treatment of domestic
11 violence victims. The bill requires the commission to review the
12 uniform domestic policy periodically and modify the policy from
13 time to time, as need may require.

ASSEMBLY WOMEN AND CHILDREN COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4124

STATE OF NEW JERSEY

DATED: OCTOBER 13, 2016

The Assembly Women and Children Committee reports favorably Assembly Bill No. 4124.

This bill requires the Civil Service Commission to develop a uniform domestic violence policy, which all public employers shall adopt and distribute to their employees, regardless of whether a public employer is subject to the provisions of Title 11A, Civil Service, of the New Jersey Statutes.

Under this bill, the uniform domestic violence policy must include: (1) a declaration encouraging employees who are victims of domestic violence to contact their human resources officer and seek assistance; (2) a confidential method for employees to report domestic violence incidents to human resources officers; (3) a confidentiality policy to which human resources officers receiving reports of domestic violence must adhere, unless a domestic violence incident poses an emergent danger to employees and the involvement of law enforcement is necessary; (4) a listing of available State and local resources, support services, treatment options, advocacy and legal services, medical and counseling services, and law enforcement assistance services for domestic violence victims; (5) a requirement that an employee's records pertaining to a domestic violence incident or domestic violence counseling be kept separate from the employee's other personnel records; (6) an explanation of the requirements of the "New Jersey Security and Financial Empowerment Act"; and (7) a requirement for the public employer to develop a plan to identify, respond to, and correct employee performance issues that may be caused by a domestic violence incident. A public employer may modify the uniform domestic violence policy, but the modified policy may not conflict with the specific requirements set forth in this bill.

The bill requires the commission to ensure consultation about the policy with human resources officers, law enforcement personnel, prosecutors, social workers, and other persons trained in counseling, crisis intervention, or in the treatment of domestic violence victims. The bill requires the commission to review the uniform domestic policy periodically and modify the policy from time to time, as need may require.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4124

STATE OF NEW JERSEY

DATED: JUNE 15, 2017

The Senate Law and Public Safety Committee reports favorably Assembly Bill No. 4124.

As reported by the committee, this bill requires the Civil Service Commission to develop a uniform domestic violence policy to be adopted by all public employers and distributed to their employees, regardless of whether a public employer is subject to the provisions of Title 11A, Civil Service, of the New Jersey Statutes.

Under this bill, the uniform domestic violence policy is to include: (1) a declaration encouraging employees who are victims of domestic violence to contact their human resources officer and seek assistance; (2) a confidential method for employees to report domestic violence incidents to human resources officers; (3) a confidentiality policy to which human resources officers receiving reports of domestic violence are to adhere, unless a domestic violence incident poses an emergent danger to employees and the involvement of law enforcement is necessary; (4) a listing of available State and local resources, support services, treatment options, advocacy and legal services, medical and counseling services, and law enforcement assistance services for domestic violence victims; (5) a requirement that an employee's records pertaining to a domestic violence incident or domestic violence counseling be kept separate from the employee's other personnel records; (6) an explanation of the requirements of the "New Jersey Security and Financial Empowerment Act"; and (7) a requirement for the public employer to develop a plan to identify, respond to, and correct employee performance issues that may be caused by a domestic violence incident. A public employer may modify the uniform domestic violence policy, but the modified policy may not conflict with the specific requirements set forth in this bill.

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As reported by the committee, Assembly Bill No. 4124 is identical to Senate Bill No. 2907, also reported by the committee on this same date.

SENATE, No. 2907

STATE OF NEW JERSEY 217th LEGISLATURE

INTRODUCED JANUARY 10, 2017

Sponsored by:

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator NILSA CRUZ-PEREZ

District 5 (Camden and Gloucester)

Co-Sponsored by:

Senator Turner

SYNOPSIS

Requires public employers to implement certain policies for handling and responding to reports of domestic violence.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/8/2017)

S2907 GREENSTEIN, CRUZ-PEREZ

2

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S2907 GREENSTEIN, CRUZ-PEREZ

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13 time to time, as need may require.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 2907

STATE OF NEW JERSEY

DATED: JUNE 15, 2017

The Senate Law and Public Safety Committee reports favorably Senate Bill No. 2907.

As reported by the committee, this bill requires the Civil Service Commission to develop a uniform domestic violence policy to be adopted by all public employers and distributed to their employees, regardless of whether a public employer is subject to the provisions of Title 11A, Civil Service, of the New Jersey Statutes.

Under this bill, the uniform domestic violence policy is to include: (1) a declaration encouraging employees who are victims of domestic violence to contact their human resources officer and seek assistance; (2) a confidential method for employees to report domestic violence incidents to human resources officers; (3) a confidentiality policy to which human resources officers receiving reports of domestic violence are to adhere, unless a domestic violence incident poses an emergent danger to employees and the involvement of law enforcement is necessary; (4) a listing of available State and local resources, support services, treatment options, advocacy and legal services, medical and counseling services, and law enforcement assistance services for domestic violence victims; (5) a requirement that an employee's records pertaining to a domestic violence incident or domestic violence counseling be kept separate from the employee's other personnel records; (6) an explanation of the requirements of the "New Jersey Security and Financial Empowerment Act"; and (7) a requirement for the public employer to develop a plan to identify, respond to, and correct employee performance issues that may be caused by a domestic violence incident. A public employer may modify the uniform domestic violence policy, but the modified policy may not conflict with the specific requirements set forth in this bill.

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As reported by the committee, Senate Bill No. 2907 is identical to Assembly Bill No. 4124, also reported by the committee on this same date.