

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.

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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. 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.

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27 2. This act shall take effect immediately.

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#### STATEMENT

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