

P.L. 2020, CHAPTER 68, *approved August 27, 2020*
Assembly, No. 3641

1 AN ACT concerning law enforcement training and amending
2 P.L.2016, c.23.

3
4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6
7 1. Section 1 of P.L.2016, c.23 (C.52:17B-77.13) is amended to
8 read as follows:

9 1. a. The Department of Law and Public Safety shall develop
10 or identify uniform cultural diversity and implicit bias training
11 course materials and an online tutorial that shall include instruction
12 designed to promote positive interaction with, and community
13 outreach to, all residents within a community, including residents of
14 all racial, ethnic, and religious backgrounds and lesbian, gay,
15 bisexual, and transgender individuals residing within the
16 community. Components of the training course materials and
17 online tutorial shall include, but not be limited to, instruction on:

18 (1) the various cultural communities and the effects of diversity
19 on community relations within a community;

20 (2) appropriate methods by which an officer may interact with
21 people of various cultures and religions in the community, with an
22 emphasis on officer safety skills and conflict resolution techniques;

23 (3) best practices in law enforcement techniques when analyzing
24 and solving local neighborhood problems, meeting with community
25 groups, and working with citizens on crime prevention programs;

26 **[and]**

27 (4) the impact that police diversity skills have on overall law
28 enforcement effectiveness; and

29 (5) understanding implicit bias and employing strategies to
30 eliminate unconscious biases that shape behavior and produce
31 disparate treatment of individuals based on their race, ethnicity,
32 religious belief, gender, gender identity, sexual orientation,
33 socioeconomic status, or other characteristics.

34 b. The Department of Law and Public Safety shall cause the
35 training course materials and online tutorial developed or identified
36 pursuant to subsection a. of this section to be made available to
37 every State, county, and municipal law enforcement department in
38 the State and to each campus police department at an institution of
39 higher education in the State that appoints police officers pursuant
40 to P.L.1970, c.211 (C.18A:6-4.2 et seq.) for use in providing officer

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.

1 training and information promoting community outreach efforts
2 within the law enforcement department's community.

3 c. The Department of Law and Public Safety shall periodically
4 assess the training course materials and online tutorial developed or
5 identified pursuant to subsection a. of this section and update them
6 where the department finds appropriate.
7 (cf: P.L.2016, c.23, s.1)

8
9 2. Section 2 of P.L.2016, c.23 (C. 52:17B-77.14) is amended to
10 read as follows:

11 2. Every State, county, and municipal law enforcement
12 department in the State and every campus police department at an
13 institution of higher education in the State that appoints police
14 officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) **【may】**
15 shall provide once every five years in-service training of its
16 personnel utilizing the training course materials or online tutorial
17 developed or identified by the Department of Law and Public Safety
18 pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13).
19 (cf: P.L.2016, c.23, s.2)

20
21 3. This act shall take effect on the first day of the seventh
22 month following enactment.

23 24 25 STATEMENT

26
27 This bill requires State, county, municipal, and campus law
28 enforcement agencies to provide implicit bias training. The training
29 is to include understanding implicit bias and employing strategies to
30 eliminate unconscious biases that shape behavior and produce
31 disparate treatment of individuals based on their race, ethnicity,
32 religious belief, gender, gender identity, sexual orientation,
33 socioeconomic status, or other characteristics.

34 Under current law, the Department of Law and Public Safety
35 (DLPS) is required to develop or identify uniform cultural diversity
36 training course materials which may be utilized by police
37 departments. This bill requires the DLPS to include bias training in
38 these training materials and requires all law enforcement agencies
39 to provide cultural diversity and implicit bias training once every
40 five years.

41
42
43
44
45 Requires DLPS to incorporate implicit bias in cultural diversity
46 training materials for law enforcement officers; makes mandatory
47 cultural diversity and implicit bias training for law enforcement
48 officers.