Sponsored by:
Assemblyman JOE DANIELSEN
District 17 (Middlesex and Somerset)

SYNOPSIS
Makes various changes to process for requesting access to government records for commercial purposes.

CURRENT VERSION OF TEXT
As introduced.

BE IT ENACTED by the Senate and General Assembly of the State of New Jersey:

1. Section 1 of P.L.1995, c.23 (C.47:1A-1.1) is amended to read as follows:

   1. As used in P.L.1963, c.73 (C.47:1A-1 et seq.) as amended and supplemented:

      "Biotechnology" means any technique that uses living organisms, or parts of living organisms, to make or modify products, to improve plants or animals, or to develop microorganisms for specific uses; including the industrial use of recombinant DNA, cell fusion, and novel bioprocessing techniques.

      “Commercial purpose” means the direct or indirect use of any part of a government record for sale, resale, solicitation, rent or lease of a service, or any use by which the user expects a profit either through commission, salary, or fee. “Commercial purpose” shall not include using, distributing, gathering, procuring, transmitting, compiling, editing, disseminating, or publishing of information or data by the news media, or any parent, subsidiary, or affiliate of any news media, as defined by section 2 of P.L.1977, c.253 (C.2A:84A-21a), or by any news, journalistic, educational, scientific, scholarly, or governmental organization.

      "Custodian of a government record” or "custodian” means in the case of a municipality, the municipal clerk and in the case of any other public agency, the officer officially designated by formal action of that agency’s director or governing body, as the case may be.

      "Government record” or "record” means any paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made, maintained or kept on file in the course of his or its official business by any officer, commission, agency or authority of the State or of any political subdivision thereof, including subordinate boards thereof, or that has been received in the course of his or its official business by any such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof. The terms shall not include inter-agency or intra-agency advisory, consultative, or deliberative material.

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.
A government record shall not include the following information which is deemed to be confidential for the purposes of P.L.1963, c.73 (C.47:1A-1 et seq.) as amended and supplemented:

information received by a member of the Legislature from a constituent or information held by a member of the Legislature concerning a constituent, including, but not limited to, information in written form or contained in any e-mail or computer data base, or in any telephone record whatsoever, unless it is information the constituent is required by law to transmit;

any memorandum, correspondence, notes, report or other communication prepared by, or for, the specific use of a member of the Legislature in the course of the member's official duties, except that this provision shall not apply to an otherwise publicly-accessible report which is required by law to be submitted to the Legislature or its members;

any copy, reproduction or facsimile of any photograph, negative or print, including instant photographs and videotapes of the body, or any portion of the body, of a deceased person, taken by or for the medical examiner at the scene of death or in the course of a post mortem examination or autopsy made by or caused to be made by the medical examiner except:

when used in a criminal action or proceeding in this State which relates to the death of that person,

for the use as a court of this State permits, by order after good cause has been shown and after written notification of the request for the court order has been served at least five days before the order is made upon the county prosecutor for the county in which the post mortem examination or autopsy occurred,

for use in the field of forensic pathology or for use in medical or scientific education or research, or

for use by any law enforcement agency in this State or any other state or federal law enforcement agency;

criminal investigatory records;

the portion of any criminal record concerning a person's detection, apprehension, arrest, detention, trial or disposition for unlawful manufacturing, distributing, or dispensing, or possessing or having under control with intent to manufacture, distribute, or dispense, marijuana or hashish in violation of paragraph (11) of subsection b. of N.J.S.2C:35-5, or a lesser amount of marijuana or hashish in violation of paragraph (12) of subsection b. of that section, or a violation of either of those paragraphs and a violation of subsection a. of section 1 of P.L.1987, c.101 (C.2C:35-7) or subsection a. of section 1 of P.L.1997, c.327 (C.2C:35-7.1) for distributing, dispensing, or possessing, or having under control with intent to distribute or dispense, on or within 1,000 feet of any school property, or on or within 500 feet of the real property comprising a public housing facility, public park, or public building, or for obtaining, possessing, using, being under the
influence of, or failing to make lawful disposition of marijuana or
hashish in violation of paragraph (3) or (4) of subsection a., or
subsection b., or subsection c. of N.J.S.2C:35-10, or for a violation
of any of those provisions and a violation of N.J.S.2C:36-2 for
using or possessing with intent to use drug paraphernalia with that
marijuana or hashish;
victims' records, except that a victim of a crime shall have access
to the victim's own records;
any written request by a crime victim for a record to which the
victim is entitled to access as provided in this section, including,
but not limited to, any law enforcement agency report, domestic
violence offense report, and temporary or permanent restraining
order;
personal firearms records, except for use by any person
authorized by law to have access to these records or for use by any
government agency, including any court or law enforcement
agency, for purposes of the administration of justice;
personal identifying information received by the Division of Fish
and Wildlife in the Department of Environmental Protection in
connection with the issuance of any license authorizing hunting
with a firearm. For the purposes of this paragraph, personal
identifying information shall include, but not be limited to, identity,
name, address, social security number, telephone number, fax
number, driver's license number, email address, or social media
address of any applicant or licensee;
trade secrets and proprietary commercial or financial information
obtained from any source. For the purposes of this paragraph, trade
secrets shall include data processing software obtained by a public
body under a licensing agreement which prohibits its disclosure;
any record within the attorney-client privilege. This paragraph
shall not be construed as exempting from access attorney or
consultant bills or invoices except that such bills or invoices may be
redacted to remove any information protected by the attorney-client
privilege;
administrative or technical information regarding computer
hardware, software and networks which, if disclosed, would
jeopardize computer security;
emergency or security information or procedures for any
buildings or facility which, if disclosed, would jeopardize security
of the building or facility or persons therein;
security measures and surveillance techniques which, if
disclosed, would create a risk to the safety of persons, property,
electronic data or software;
information which, if disclosed, would give an advantage to
competitors or bidders;
information generated by or on behalf of public employers or
public employees in connection with any sexual harassment
complaint filed with a public employer or with any grievance filed
by or against an individual or in connection with collective
negotiations, including documents and statements of strategy or
negotiating position;
   information which is a communication between a public agency
and its insurance carrier, administrative service organization or risk
management office;
   information which is to be kept confidential pursuant to court
order;
   any copy of form DD-214, NGB-22, or that form, issued by the
United States Government, or any other certificate of honorable
discharge, or copy thereof, from active service or the reserves of a
branch of the Armed Forces of the United States, or from service in
the organized militia of the State, that has been filed by an
individual with a public agency, except that a veteran or the
veteran's spouse or surviving spouse shall have access to the
veteran's own records;
   any copy of an oath of allegiance, oath of office or any
affirmation taken upon assuming the duties of any public office, or
that oath or affirmation, taken by a current or former officer or
employee in any public office or position in this State or in any
county or municipality of this State, including members of the
Legislative Branch, Executive Branch, Judicial Branch, and all law
enforcement entities, except that the full name, title, and oath date
of that person contained therein shall not be deemed confidential;
   that portion of any document which discloses the social security
number, credit card number, unlisted telephone number or driver
license number of any person, or, in accordance with section 2 of
P.L.2021, c.371 (C.47:1B-2), that portion of any document which
discloses the home address, whether a primary or secondary
residence, of any active, formerly active, or retired judicial officer,
prosecutor, or law enforcement officer, or, as defined in section 1 of
P.L.2021, c.371 (C.47:1B-1), any immediate family member
thereof; except for use by any government agency, including any
court or law enforcement agency, in carrying out its functions, or
any private person or entity acting on behalf thereof, or any private
person or entity seeking to enforce payment of court-ordered child
support; except with respect to the disclosure of driver information
by the New Jersey Motor Vehicle Commission as permitted by
section 2 of P.L.1997, c.188 (C.39:2-3.4); and except that a social
security number contained in a record required by law to be made,
maintained or kept on file by a public agency shall be disclosed
when access to the document or disclosure of that information is not
otherwise prohibited by State or federal law, regulation or order or
by State statute, resolution of either or both houses of the
Legislature, Executive Order of the Governor, rule of court or
regulation promulgated under the authority of any statute or
executive order of the Governor;
a list of persons identifying themselves as being in need of special assistance in the event of an emergency maintained by a municipality for public safety purposes pursuant to section 1 of P.L.2017, c.266 (C.40:48-2.67); and

a list of persons identifying themselves as being in need of special assistance in the event of an emergency maintained by a county for public safety purposes pursuant to section 6 of P.L.2011, c.178 (C.App.A:9-43.13).

A government record shall not include, with regard to any public institution of higher education, the following information which is deemed to be privileged and confidential:

pedagogical, scholarly and/or academic research records and/or the specific details of any research project conducted under the auspices of a public higher education institution in New Jersey, including, but not limited to, research, development information, testing procedures, or information regarding test participants, related to the development or testing of any pharmaceutical or pharmaceutical delivery system, except that a custodian may not deny inspection of a government record or part thereof that gives the name, title, expenditures, source and amounts of funding and date when the final project summary of any research will be available;

test questions, scoring keys and other examination data pertaining to the administration of an examination for employment or academic examination;

records of pursuit of charitable contributions or records containing the identity of a donor of a gift if the donor requires non-disclosure of the donor's identity as a condition of making the gift provided that the donor has not received any benefits of or from the institution of higher education in connection with such gift other than a request for memorialization or dedication;

valuable or rare collections of books or documents obtained by gift, grant, bequest or devise conditioned upon limited public access;

information contained on individual admission applications; and

information concerning student records or grievance or disciplinary proceedings against a student to the extent disclosure would reveal the identity of the student.

"Personal firearms record" means any information contained in a background investigation conducted by the chief of police, the county prosecutor, or the Superintendent of State Police, of any applicant for a permit to purchase a handgun, firearms identification card license, or firearms registration; any application for a permit to purchase a handgun, firearms identification card license, or firearms registration; any document reflecting the issuance or denial of a permit to purchase a handgun, firearms identification card license, or firearms registration; and any permit to purchase a handgun, firearms identification card license, or any firearms license,
certification, certificate, form of register, or registration statement.
For the purposes of this paragraph, information contained in a
background investigation shall include, but not be limited to,
identity, name, address, social security number, phone number, fax
number, driver's license number, email address, social media
address of any applicant, licensee, registrant or permit holder.
"Public agency" or "agency" means any of the principal
departments in the Executive Branch of State Government, and any
division, board, bureau, office, commission or other instrumentality
within or created by such department; the Legislature of the State
and any office, board, bureau or commission within or created by
the Legislative Branch; and any independent State authority,
commission, instrumentality or agency. The terms also mean any
political subdivision of the State or combination of political
subdivisions, and any division, board, bureau, office, commission or
other instrumentality within or created by a political subdivision of
the State or combination of political subdivisions, and any
independent authority, commission, instrumentality or agency
created by a political subdivision or combination of political
subdivisions.
"Law enforcement agency" means a public agency, or part
thereof, determined by the Attorney General to have law
enforcement responsibilities.
"Law enforcement officer" means a person whose public duties
include the power to act as an officer for the detection,
apprehension, arrest and conviction of offenders against the laws of
this State.
"Constituent" means any State resident or other person
communicating with a member of the Legislature.
"Judicial officer" means any active, formerly active, or retired
federal, state, county, or municipal judge, including a judge of the
Tax Court and any other court of limited jurisdiction established,
altered, or abolished by law, a judge of the Office of Administrative
Law, a judge of the Division of Workers' Compensation, and any
other judge established by law who serves in the executive branch.
"Member of the Legislature" means any person elected or
selected to serve in the New Jersey Senate or General Assembly.
"Criminal investigatory record" means a record which is not
required by law to be made, maintained or kept on file that is held
by a law enforcement agency which pertains to any criminal
investigation or related civil enforcement proceeding.
"Victim's record" means an individually-identifiable file or
document held by a victims' rights agency which pertains directly to
a victim of a crime except that a victim of a crime shall have access
to the victim's own records.
"Victim of a crime" means a person who has suffered personal or
psychological injury or death or incurs loss of or injury to personal
or real property as a result of a crime, or if such a person is
deceased or incapacitated, a member of that person's immediate
family.

"Victims' rights agency" means a public agency, or part thereof,
the primary responsibility of which is providing services, including,
but not limited to, food, shelter, or clothing, medical, psychiatric,
psychological or legal services or referrals, information and referral
services, counseling and support services, or financial services to
victims of crimes, including victims of sexual assault, domestic
violence, violent crime, child endangerment, child abuse or child
neglect, and the Victims of Crime Compensation Board, established
pursuant to P.L.1971, c.317 (C.52:4B-1 et seq.) and continued as
the Victims of Crime Compensation Office pursuant to P.L.2007,
c.95 (C.52:4B-3.2 et al.) and Reorganization Plan No. 001-2008.
(cf: P.L.2021, c.371, s.10)

2. Section 6 of P.L.2001, c.404 (C.47:1A-5) is amended to rea
as follows:

6. a. The custodian of a government record shall permit the
record to be inspected, examined, and copied by any person during
regular business hours; or in the case of a municipality having a
population of 5,000 or fewer according to the most recent federal
decennial census, a board of education having a total district
enrollment of 500 or fewer, or a public authority having less than
$10 million in assets, during not less than six regular business hours
over not less than three business days per week or the entity's
regularly-scheduled business hours, whichever is less; unless a
government record is exempt from public access by: P.L.1963, c.73
(C.47:1A-1 et seq.) as amended and supplemented; any other
statute; resolution of either or both houses of the Legislature;
regulation promulgated under the authority of any statute or
Executive Order of the Governor; Executive Order of the Governor;
Rules of Court; any federal law; federal regulation; or federal order.
Prior to allowing access to any government record, the custodian
thereof shall redact from that record any information which
discloses the social security number, credit card number, unlisted
telephone number or driver license number of any person, or, in
accordance with section 2 of P.L.2021, c.371 (C.47:1B-2), the home
address, whether a primary or secondary residence, of any active,
formerly active, or retired judicial officer, prosecutor, or law
enforcement officer, or, as defined in section 1 of P.L.2021, c.371
(C.47:1B-1), any immediate family member thereof; except for use
by any government agency, including any court or law enforcement
agency, in carrying out its functions, or any private person or entity
acting on behalf thereof, or any private person or entity seeking to
enforce payment of court-ordered child support; except with respect
to the disclosure of driver information by the New Jersey Motor
Vehicle Commission as permitted by section 2 of P.L.1997, c.188
(C.39:2-3.4); and except that a social security number contained in
a record required by law to be made, maintained or kept on file by a public agency shall be disclosed when access to the document or disclosure of that information is not otherwise prohibited by State or federal law, regulation or order or by State statute, resolution of either or both houses of the Legislature, Executive Order of the Governor, rule of court or regulation promulgated under the authority of any statute or executive order of the Governor. Except where an agency can demonstrate an emergent need, a regulation that limits access to government records shall not be retroactive in effect or applied to deny a request for access to a government record that is pending before the agency, the council or a court at the time of the adoption of the regulation.

b. (1) A copy or copies of a government record may be purchased by any person upon payment of the fee prescribed by law or regulation. Except as otherwise provided by law or regulation and except as provided in paragraph (2) of this subsection, the fee assessed for the duplication of a government record embodied in the form of printed matter shall be $0.05 per letter size page or smaller, and $0.07 per legal size page or larger. If a public agency can demonstrate that its actual costs for duplication of a government record exceed the foregoing rates, the public agency shall be permitted to charge the actual cost of duplicating the record. The actual cost of duplicating the record, upon which all copy fees are based, shall be the cost of materials and supplies used to make a copy of the record, but shall not include the cost of labor or other overhead expenses associated with making the copy except as provided for in subsection c. of this section. Access to electronic records and non-printed materials shall be provided free of charge, but the public agency may charge for the actual costs of any needed supplies such as computer discs.

(2) No fee shall be charged to a victim of a crime for a copy or copies of a record to which the crime victim is entitled to access, as provided in section 1 of P.L.1995, c.23 (C.47:1A-1.1).

c. Whenever the nature, format, manner of collation, or volume of a government record embodied in the form of printed matter to be inspected, examined, or copied pursuant to this section is such that the record cannot be reproduced by ordinary document copying equipment in ordinary business size or involves an extraordinary expenditure of time and effort to accommodate the request, the public agency may charge, in addition to the actual cost of duplicating the record, a special service charge that shall be reasonable and shall be based upon the actual direct cost of providing the copy or copies; provided, however, that in the case of a municipality, rates for the duplication of particular records when the actual cost of copying exceeds the foregoing rates shall be established in advance by ordinance. The requestor shall have the opportunity to review and object to the charge prior to it being incurred.
d. A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. If a request is for a record: (1) in a medium not routinely used by the agency; (2) not routinely developed or maintained by an agency; or (3) requiring a substantial amount of manipulation or programming of information technology, the agency may charge, in addition to the actual cost of duplication, a special charge that shall be reasonable and shall be based on the cost for any extensive use of information technology, or for the labor cost of personnel providing the service, that is actually incurred by the agency or attributable to the agency for the programming, clerical, and supervisory assistance required, or both.

e. Immediate access ordinarily shall be granted to budgets, bills, vouchers, contracts, including collective negotiations agreements and individual employment contracts, and public employee salary and overtime information.

f. The custodian of a public agency shall adopt a form for the use of any person who requests access to a government record held or controlled by the public agency. The form shall provide space for the name, address, and phone number of the requestor and a brief description of the government record sought. The form also shall include space for a requestor to certify that the government record will be used, or will not be used, by that requestor or another person for a commercial purpose, and the requestor shall be required to provide this information for the request to be fulfilled. The form shall include space for the custodian to indicate which record will be made available, when the record will be available, and the fees to be charged. The form shall also include the following: (1) specific directions and procedures for requesting a record; (2) a statement as to whether prepayment of fees or a deposit is required; (3) the time period within which the public agency is required by P.L.1963, c.73 (C.47:1A-1 et seq.) as amended and supplemented, to make the record available; (4) a statement of the requestor's right to challenge a decision by the public agency to deny access and the procedure for filing an appeal; (5) space for the custodian to list reasons if a request is denied in whole or in part; (6) space for the requestor to sign and date the form; (7) space for the custodian to sign and date the form if the request is fulfilled or denied. The custodian may require a deposit against costs for reproducing documents sought through an anonymous request whenever the custodian anticipates that the information thus requested will cost in excess of $5 to reproduce.

g. A request for access to a government record shall be in writing and hand-delivered, mailed, transmitted electronically, or otherwise conveyed to the appropriate custodian.
A custodian shall promptly comply with a request to inspect, examine, copy, or provide a copy of a government record. If the custodian is unable to comply with a request for access, the custodian shall indicate the specific basis therefor on the request form and promptly return it to the requestor. The custodian shall sign and date the form and provide the requestor with a copy thereof. If the custodian of a government record asserts that part of a particular record is exempt from public access pursuant to P.L.1963, c.73 (C.47:1A-1 et seq.) as amended and supplemented, the custodian shall delete or excise from a copy of the record that portion which the custodian asserts is exempt from access and shall promptly permit access to the remainder of the record. If the government record requested is temporarily unavailable because it is in use or in storage, the custodian shall so advise the requestor and shall make arrangements to promptly make available a copy of the record. If a request for access to a government record would substantially disrupt agency operations, the custodian may deny access to the record after attempting to reach a reasonable solution with the requestor that accommodates the interests of the requestor and the agency.

A requestor shall be required to use the form adopted in accordance with subsection f. of this section to submit a request for access to a government record. When that record will be used for a commercial purpose by the requestor or another person, the requestor shall not be permitted to submit more than two such requests per month to any one custodian. The requestor shall be required to complete the space on the form provided for the requestor's name. When a requestor is found to have intentionally failed to inform the custodian that the government record will be used for a commercial purpose by the requestor or another person, the requestor shall be prohibited from submitting any other request for access to a government record to any custodian for a period of one year. The council shall maintain the names of such requestors reported to it.

h. Any officer or employee of a public agency who receives a request for access to a government record shall forward the request to the custodian of the record or direct the requestor to the custodian of the record.

i. (1) Unless a shorter time period is otherwise provided by statute, regulation, or executive order, a custodian of a government record shall grant access to a government record or deny a request for access to a government record as soon as possible, but not later than seven business days after receiving the request, provided that the record is currently available and not in storage or archived.

In the event a custodian fails to respond within seven business days after receiving a request, the failure to respond shall be deemed a denial of the request, unless the requestor has elected not
to provide a name, address or telephone number, or other means of contacting the requestor. If the requestor has elected not to provide a name, address, or telephone number, or other means of contacting the requestor, the custodian shall not be required to respond until the requestor reappears before the custodian seeking a response to the original request. If the government record is in storage or archived, the requestor shall be so advised within seven business days after the custodian receives the request. The requestor shall be advised by the custodian when the record can be made available. If the record is not made available by that time, access shall be deemed denied.

(2) During a period declared pursuant to the laws of this State as a state of emergency, public health emergency, or state of local disaster emergency, the deadlines by which to respond to a request for, or grant or deny access to, a government record under paragraph (1) of this subsection or subsection e. of this section shall not apply, provided, however, that the custodian of a government record shall make a reasonable effort, as the circumstances permit, to respond to a request for access to a government record within seven business days or as soon as possible thereafter.

j. A custodian shall post prominently in public view in the part or parts of the office or offices of the custodian that are open to or frequented by the public a statement that sets forth in clear, concise and specific terms the right to appeal a denial of, or failure to provide, access to a government record by any person for inspection, examination, or copying or for purchase of copies thereof and the procedure by which an appeal may be filed.

k. The files maintained by the Office of the Public Defender that relate to the handling of any case shall be considered confidential and shall not be open to inspection by any person unless authorized by law, court order, or the State Public Defender.

(cf: P.L.2021, c.371, s.11)

3. Section 12 of P.L.2001, c.404 (C.47:1A-11) is amended to read as follows:

12. a. A public official, officer, employee or custodian who knowingly and willfully violates P.L.1963, c.73 (C.47:1A-1 et seq.), as amended and supplemented, and is found to have unreasonably denied access under the totality of the circumstances, shall be subject to a civil penalty of $1,000 for an initial violation, $2,500 for a second violation that occurs within 10 years of an initial violation, and $5,000 for a third violation that occurs within 10 years of an initial violation. [This penalty]

A requestor who is found to have intentionally failed to certify that a records request is for a commercial purpose shall be subject to a civil penalty of $500 for the first offense, $1,000 for the second offense, and $1,500 for each subsequent offense. Penalties may be imposed by the courts or the Government Records Council.
These penalties shall be collected and enforced in proceedings in accordance with the "Penalty Enforcement Law of 1999," P.L.1999, c.274 (C.2A:58-10 et seq.), and the rules of court governing actions for the collection of civil penalties. The Superior Court shall have jurisdiction of proceedings for the collection and enforcement of the penalty imposed by this section.

Appropriate disciplinary proceedings may be initiated against a public official, officer, employee or custodian against whom a penalty has been imposed.

(cf: P.L.2001, c.404, s.12)

4. This act shall take effect on the first day of the fourth month next following the date of enactment.

STATEMENT

This bill makes various changes to the process for submitting a request for access to a government record under the law commonly referred to as the open public records act when the record will be used for commercial purposes.

The bill:

• requires a requestor to use the form adopted by the public agency to submit a request for access to a government record;

• requires that a written request for access to a government record state that the record will be used, or will not be used, by that requestor or another person for a commercial purpose.

• limits such requests to not more than two per month to any one custodian.

• require the requestor to provide the requestor’s name.

• requires that when a requestor is found to have intentionally failed to inform the custodian that the government record will be used for a commercial purpose, the requestor will be reported to the Government Records Council and prohibited from submitting any other request for access to any custodian for a period of one year.

The council will maintain the names of such requestors reported to it.

• provides for a penalty for intentionally failing to certify that a records request is for a commercial purpose of $500 for the first offense, $1,000 for the second offense, and $1,500 for each subsequent offense. Penalties may be imposed by the courts or the council.

• defines “commercial purpose” to mean the direct or indirect use of any part of a government record for sale, resale, solicitation, rent or lease of a service, or any use by which the user expects a profit either through commission, salary, or fee. “Commercial purpose” shall not include using, distributing, gathering, procuring, transmitting, compiling, editing, disseminating, or publishing of
information or data by the news media, or any parent, subsidiary, or affiliate of any news media, or by any news, journalistic, educational, scientific, scholarly, or governmental organization.