

[First Reprint]

**ASSEMBLY, No. 2115**

**STATE OF NEW JERSEY**  
**221st LEGISLATURE**

PRE-FILED FOR INTRODUCTION IN THE 2024 SESSION

**Sponsored by:**

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**District 5 (Camden and Gloucester)**

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**District 7 (Burlington)**

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**SYNOPSIS**

Requires public transportation employees to complete training course on handling and responding to suspected human trafficking; requires inclusion of certain content in certain courses.

**CURRENT VERSION OF TEXT**

As reported by the Assembly Transportation and Independent Authorities Committee on October 21, 2024, with amendments.

(Sponsorship Updated As Of: 12/19/2024)

1 AN ACT concerning certain training and certain employees and  
2 amending P.L.2013, c.51.

3

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

6

7 1. Section 19 of P.L.2013, c.51 (C.2C:13-12) is amended to read  
8 as follows:

9 19. a. The Police Training Commission, in consultation with the  
10 Attorney General and the Director of the Division of Criminal Justice  
11 in the Department of Law and Public Safety, shall develop and  
12 approve, as part of the police training courses required pursuant to  
13 P.L.1961, c.56 (C.52:17B-66 et seq.), courses of study on the handling,  
14 response procedures, investigation, and prosecution of human  
15 trafficking cases. The courses shall include, at a minimum, a  
16 demonstration of and information regarding known signs and signals  
17 that may be used or communicated by victims of human trafficking  
18 seeking assistance or may be observed by individuals in public spaces.  
19 These courses shall be reviewed at least <sup>1</sup>once<sup>1</sup> every two years and  
20 modified from time to time as need may require.

21 b. (1) The Department of Community Affairs, in consultation  
22 with the Commission on Human Trafficking established by section 1  
23 of P.L.2013, c.51 (C.52:17B-237), shall develop, approve, and provide  
24 for a one-time training course on the handling and response procedures  
25 of suspected human trafficking activities for owners, operators, and  
26 staff of hotels and motels as defined in the "Hotel and Multiple  
27 Dwelling Law," P.L.1967, c.76 (C.55:13A-1 et seq.); or alternatively,  
28 the department, in consultation with the commission, shall approve a  
29 substantially similar one-time training course for use by hotels and  
30 motels in providing training to owners, operators, and staff. The  
31 department, in consultation with the commission, shall define by  
32 regulation which staff positions are required, as a condition of  
33 employment, to attend the one-time training course. Verifiable  
34 completion of the training course by required staff shall be a condition  
35 of issuance, maintenance, or renewal of any license, permit, certificate,  
36 or approval required, permitted to be granted, or issued to owners or  
37 operators under the provisions of the "Hotel and Multiple Dwelling  
38 Law," P.L.1967, c.76 (C.55:13A-1 et seq.). The training course shall  
39 include, at a minimum, a demonstration of and information regarding  
40 known signs and signals that may be used or communicated by victims  
41 of human trafficking seeking assistance or may be observed by  
42 individuals in public spaces. The training course shall be reviewed at  
43 least <sup>1</sup>once<sup>1</sup> every two years and modified by the department, in  
44 consultation with the commission, from time to time as need may  
45 require.

**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

Matter enclosed in superscript numerals has been adopted as follows:

<sup>1</sup>Assembly ATR committee amendments adopted October 21, 2024.

1 (2) The Department of Community Affairs, through its oversight  
2 and enforcement authority provided under the "Hotel and Multiple  
3 Dwelling Law," P.L.1967, c.76 (C.55:13A-1 et seq.), shall be  
4 responsible for ensuring that all hotel and motel owners, operators, and  
5 required staff attend the one-time training course within one year of  
6 the enactment of this section in the case of all current owners,  
7 operators, and required staff engaging in their respective profession on  
8 the effective date of this section, and within six months of the first day  
9 of ownership, operation, or employment for all new owners, operators,  
10 and required staff who initially engage in their respective profession  
11 on a date that follows the effective date.

12 (3) The Department of Community Affairs shall make available  
13 the training materials for the one-time training course to hotel and  
14 motel owners, operators, and required staff in order for the owners,  
15 operators, and required staff to fulfill the one-time training  
16 requirement set forth in this subsection.

17 c. (1) The Department of Health, in consultation with the  
18 Commission on Human Trafficking established by section 1 of  
19 P.L.2013, c.51 (C.52:17B-237), shall develop, approve, and provide  
20 for a one-time training course on the handling and response procedures  
21 of suspected human trafficking activities for employees of every  
22 licensed health care facility as defined in section 2 of P.L.1971, c.136  
23 (C.26:2H-2), including those professionals whose professional practice  
24 is regulated pursuant to Title 45 of the Revised Statutes; or  
25 alternatively, the department, in consultation with the commission,  
26 shall approve for use a substantially similar one-time training course  
27 provided by a recognized Statewide nonprofit healthcare trade  
28 association with demonstrated experience in providing course  
29 offerings to health care facility employees on similar workplace  
30 matters. The department, in consultation with the commission and the  
31 approved nonprofit course provider, if any, shall define by regulation  
32 which employees are required, as a condition of their employment, to  
33 attend the one-time training course. Verifiable completion of the  
34 training course by required employees shall be a condition of issuance,  
35 maintenance, or renewal of any license, permit, certificate, or approval  
36 required, permitted to be granted, or issued to licensed health care  
37 facilities under the provisions of P.L.1971, c.136 (C.26:2H-1 et al.).  
38 The training course shall include, at a minimum, a demonstration of  
39 and information regarding known signs and signals that may be used  
40 or communicated by victims of human trafficking seeking assistance  
41 or may be observed by individuals in public spaces. The training  
42 course shall be reviewed at least <sup>1</sup>once<sup>1</sup> every two years and modified  
43 by the department, in consultation with the commission and the  
44 approved nonprofit course provider, if any, from time to time as need  
45 may require.

46 (2) The Department of Health, through its oversight and  
47 enforcement authority provided under P.L.1971, c.136 (C.26:2H-1 et  
48 al.), shall be responsible for ensuring that all required employees of  
49 licensed health care facilities attend the one-time training course

1 within one year of the enactment of this section in the case of all  
2 current employees engaging in their respective profession on the  
3 effective date of this section, and within six months of the first day of  
4 employment for all new employees who initially engage in their  
5 respective profession on a date that follows the effective date. If an  
6 approved nonprofit course provider is involved in providing the one-  
7 time training course to new employees who initially engage in their  
8 respective profession on a date that follows the effective date of this  
9 section, then the nonprofit course provider shall provide the training  
10 course at least once every six months in order for these employees to  
11 meet the six-month training deadline established by this paragraph.

12 (3) The Department of Health shall make available the training  
13 materials for the one-time training course to required employees, or to  
14 the approved nonprofit course provider, if any, in order for the  
15 required employees to fulfill the one-time training requirement set  
16 forth in this subsection.

17 d. (1) The Administrative Office of the Courts shall develop and  
18 approve a training course and a curriculum to raise awareness of  
19 judges and judicial personnel on the seriousness of the crime of human  
20 trafficking, its impact on human rights and the need to adequately  
21 implement anti-trafficking laws, including not only the prosecution  
22 and sentencing of defendants charged with human trafficking, but the  
23 need to respect and restore rights and needs of victims of human  
24 trafficking. The training course shall include, at a minimum, a  
25 demonstration of and information regarding known signs and signals  
26 that may be used or communicated by victims of human trafficking  
27 seeking assistance or may be observed by individuals in public spaces.  
28 This training course shall be reviewed at least <sup>1</sup>once<sup>1</sup> every two years  
29 and modified by the Administrative Office of the Courts from time to  
30 time as need may require.

31 (2) The Administrative Office of the Courts shall make the  
32 training course, curriculum, and supporting materials available to  
33 appropriate judges and judicial personnel who may be involved with  
34 the court-related aspects of human trafficking prosecutions through  
35 annual in-service judicial training programs or other means.

36 e. (1) The New Jersey Transit Corporation, in consultation with  
37 the Commission on Human Trafficking established by section 1 of  
38 P.L.2013, c.51 (C.52:17B-237), shall develop and provide a one-time  
39 training course for public transportation employees on <sup>1</sup>the<sup>1</sup> handling  
40 and response procedures for suspected human trafficking activities.  
41 Alternatively, the New Jersey Transit Corporation, in consultation with  
42 the commission, shall approve a substantially similar one-time training  
43 course provided by a recognized nonprofit association with  
44 demonstrated experience in providing course offerings to public  
45 transportation employees. The New Jersey Transit Corporation, in  
46 consultation with the commission and the approved nonprofit course  
47 provider, if any, shall establish by regulation which employees are  
48 required, as a condition of their employment, to attend the one-time  
49 training course. The training course shall include, at a minimum, a

1 demonstration of and information regarding known signs and signals  
2 that may be used or communicated by victims of human trafficking  
3 seeking assistance or may be observed by individuals in public spaces.  
4 The training course shall be reviewed at least 'once' every two years  
5 and modified as needed by the New Jersey Transit Corporation, in  
6 consultation with the commission and the approved nonprofit course  
7 provider, as appropriate.

8 (2) The New Jersey Transit Corporation shall be responsible for  
9 ensuring that all required employees attend the one-time training  
10 course within two years of the enactment of P.L. , c. (C. )  
11 (pending before the Legislature as this bill) in the case of all current  
12 employees engaging in their respective profession on the effective date  
13 of P.L. , c. (C. ) (pending before the Legislature as this bill),  
14 and within six months of the first day of employment for all new  
15 employees who initially engage in their respective profession after the  
16 effective date of P.L. , c. (C. ) (pending before the Legislature  
17 as this bill). If an approved nonprofit course provider is involved in  
18 providing the one-time training course to new employees who initially  
19 engage in their respective profession after the effective date of  
20 P.L. , c. (C. ) (pending before the Legislature as this bill), then  
21 the nonprofit course provider shall provide the training course at least  
22 once every six months in order for these employees to meet the six-  
23 month training deadline.

24 (3) The New Jersey Transit Corporation shall make available to  
25 public transportation employees the training materials for the one-time  
26 training course.

27 f. Pursuant to section 2 of P.L.2013, c.51 (C.52:17B-238), the  
28 Attorney General, in consultation with the Commission on Human  
29 Trafficking established by section 1 of P.L.2013, c.51 (C.52:17B-237),  
30 may provide for the expenditures of monies from the "Human  
31 Trafficking Survivor's Assistance Fund" to assist with the  
32 development, maintenance, revision, and distribution of training  
33 course materials for the courses developed in accordance with this  
34 section, and the operation of these training courses.

35 (cf: P.L.2013, c.51, s.19)

36

37 2. This act shall take effect on the 90th day following  
38 enactment.