

P.L. 2025, CHAPTER 343, *approved January 20, 2026*
Assembly, No. 2115 (*Second Reprint*)

1 AN ACT concerning certain training ²**[and certain employees]**
2 regarding human trafficking² and 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 ¹once 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

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:

¹Assembly ATR committee amendments adopted October 21, 2024.

²Assembly floor amendments adopted December 19, 2024.

1 known signs and signals that may be used or communicated by victims
2 of human trafficking seeking assistance or may be observed by
3 individuals in public spaces. The training course shall be reviewed at
4 least 'once' every two years and modified by the department, in
5 consultation with the commission, from time to time as need may
6 require.

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

18 (3) The Department of Community Affairs shall make available
19 the training materials for the one-time training course to hotel and
20 motel owners, operators, and required staff in order for the owners,
21 operators, and required staff to fulfill the one-time training
22 requirement set forth in this subsection.

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

1 by the department, in consultation with the commission and the
2 approved nonprofit course provider, if any, from time to time as need
3 may require.

4 (2) The Department of Health, through its oversight and
5 enforcement authority provided under P.L.1971, c.136 (C.26:2H-1 et
6 al.), shall be responsible for ensuring that all required employees of
7 licensed health care facilities attend the one-time training course
8 within one year of the enactment of this section in the case of all
9 current employees engaging in their respective profession on the
10 effective date of this section, and within six months of the first day of
11 employment for all new employees who initially engage in their
12 respective profession on a date that follows the effective date. If an
13 approved nonprofit course provider is involved in providing the one-
14 time training course to new employees who initially engage in their
15 respective profession on a date that follows the effective date of this
16 section, then the nonprofit course provider shall provide the training
17 course at least once every six months in order for these employees to
18 meet the six-month training deadline established by this paragraph.

19 (3) The Department of Health shall make available the training
20 materials for the one-time training course to required employees, or to
21 the approved nonprofit course provider, if any, in order for the
22 required employees to fulfill the one-time training requirement set
23 forth in this subsection.

24 d. (1) The Administrative Office of the Courts shall develop and
25 approve a training course and a curriculum to raise awareness of
26 judges and judicial personnel on the seriousness of the crime of human
27 trafficking, its impact on human rights and the need to adequately
28 implement anti-trafficking laws, including not only the prosecution
29 and sentencing of defendants charged with human trafficking, but the
30 need to respect and restore rights and needs of victims of human
31 trafficking. The training course shall include, at a minimum, a
32 demonstration of and information regarding known signs and signals
33 that may be used or communicated by victims of human trafficking
34 seeking assistance or may be observed by individuals in public spaces.
35 This training course shall be reviewed at least ¹once¹ every two years
36 and modified by the Administrative Office of the Courts from time to
37 time as need may require.

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

43 e. (1) The New Jersey Transit Corporation, in consultation with
44 the Commission on Human Trafficking established by section 1 of
45 P.L.2013, c.51 (C.52:17B-237), shall develop and provide a one-time
46 training course for public transportation employees ²and motorbus
47 operators of private entities under contract to the corporation to
48 provide motorbus regular route service² on ¹the¹ handling and

1 response procedures for suspected human trafficking activities.
2 Alternatively, the New Jersey Transit Corporation, in consultation with
3 the commission, shall approve a substantially similar one-time training
4 course provided by a recognized nonprofit association with
5 demonstrated experience in providing course offerings to public
6 transportation employees. The New Jersey Transit Corporation, in
7 consultation with the commission and the approved nonprofit course
8 provider, if any, shall establish by regulation which employees ²and
9 motorbus operators of private entities under contract to the corporation
10 to provide motorbus regular route service² are required, as a condition
11 of their employment ²or as a condition of the contract with the
12 corporation², to attend the one-time training course. ²The New Jersey
13 Transit Corporation, at the corporation's discretion, may waive the
14 training requirements of this subsection for a private entity under
15 contract to the corporation to provide motorbus regular route service if
16 the private entity requires its motorbus operators to complete an equal
17 or greater training course on the handling and response procedures for
18 suspected human trafficking activities.² The training course ²required
19 pursuant to this subsection² shall include, at a minimum, a
20 demonstration of and information regarding known signs and signals
21 that may be used or communicated by victims of human trafficking
22 seeking assistance or may be observed by individuals in public spaces.
23 The training course shall be reviewed at least ¹once¹ every two years
24 and modified as needed by the New Jersey Transit Corporation, in
25 consultation with the commission and the approved nonprofit course
26 provider, as appropriate.

27 (2) The New Jersey Transit Corporation shall be responsible for
28 ensuring that all ²its² required employees attend the one-time training
29 course within two years of the enactment of P.L. , c. (C.)
30 (pending before the Legislature as this bill) in the case of all current
31 employees engaging in their respective profession on the effective date
32 of P.L. , c. (C.) (pending before the Legislature as this bill),
33 and within six months of the first day of employment for all new
34 employees who initially engage in their respective profession after the
35 effective date of P.L. , c. (C.) (pending before the Legislature
36 as this bill). If an approved nonprofit course provider is involved in
37 providing the one-time training course to new employees who initially
38 engage in their respective profession after the effective date of
39 P.L. , c. (C.) (pending before the Legislature as this bill), then
40 the nonprofit course provider shall provide the training course at least
41 once every six months in order for these employees to meet the six-
42 month training deadline.

43 ²Each contract entered into after the effective date of
44 P.L. , c. (C.) (pending before the Legislature as this bill)
45 between the corporation and a private entity to provide motorbus
46 regular route service shall include a requirement that motorbus
47 operators of the private entity that provides motorbus regular route

1 service under such contract shall attend the one-time training course,
2 unless such requirement is waived pursuant to the provisions of this
3 subsection.²

4 (3) The New Jersey Transit Corporation shall make available to
5 public transportation employees ²and private entities under contract to
6 the corporation to provide motorbus regular route service² the training
7 materials for the one-time training course.

8 f. Pursuant to section 2 of P.L.2013, c.51 (C.52:17B-238), the
9 Attorney General, in consultation with the Commission on Human
10 Trafficking established by section 1 of P.L.2013, c.51 (C.52:17B-237),
11 may provide for the expenditures of monies from the "Human
12 Trafficking Survivor's Assistance Fund" to assist with the
13 development, maintenance, revision, and distribution of training
14 course materials for the courses developed in accordance with this
15 section, and the operation of these training courses.

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

17
18 2. This act shall take effect on the 90th day following enactment
19 ²and shall not affect any current contracts between the corporation and
20 a private entity to provide motorbus regular route service that were
21 entered into prior to the effective date of this act².

22
23
24 _____
25
26 Requires public transportation employees and certain motorbus
27 operators to complete training course on handling and responding to
28 suspected human trafficking; requires inclusion of certain content in
29 certain courses.