

SENATE, No. 1238

STATE OF NEW JERSEY 221st LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2024 SESSION

Sponsored by:

Senator JAMES BEACH

District 6 (Burlington and Camden)

SYNOPSIS

Concerns training of employees about access to public facilities for individuals with service or guide dogs.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



S1238 BEACH

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1 AN ACT concerning training of employees about access to public
2 facilities for individuals with service or guide dogs and
3 supplementing P.L.1945, c.169 (C.10:5-1 et seq.).
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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. Any employer who has one or more employees who serve
9 customers or other individuals in a place of public accommodation
10 or other public facility, or who otherwise have the ability to provide
11 or deny access to the place or facility, shall provide training to those
12 employees regarding the right of an individual with a disability to
13 have a guide or service dog in a place of public accommodation or
14 other public facility pursuant to the provisions of P.L.1971,
15 c.130 (C.10:5-29 et seq.), P.L.1977, c.456 (C.10:5-29.1 et seq.), and
16 the "Americans with Disabilities Act" of 1990, Pub.L.101-336 (42
17 U.S.C. s.12101 et seq.). An employer may satisfy the training
18 requirements of this section by utilizing training that may be
19 provided at no cost by the Division on Civil Rights in the
20 Department of Law and Public Safety, the New Jersey State Bar
21 Association, or any other entity, or may, at its discretion, implement
22 a training program at its own cost. The provisions of this section
23 shall be administered and enforced by the division pursuant to the
24 authority vested in it by the "Law Against Discrimination,"
25 P.L.1945, c.169 (C.10:5-1 et seq.). The division shall set minimum
26 standards for the training and make those standards available upon
27 request.
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29 2. This act shall take effect immediately.
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32 STATEMENT
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34 This bill requires any employer who has one or more employees
35 serving customers or other individuals in a place of public
36 accommodation or other public facility, or otherwise has the ability
37 to provide or deny access to the place or facility, to provide training
38 to those employees regarding the right of an individual with a
39 disability to have a guide or service dog in places of public
40 accommodation or other public facilities under the relevant
41 provisions of State and federal law. An employer may satisfy the
42 training requirement of the bill by utilizing training that may be
43 provided at no cost by the Division on Civil Rights in the
44 Department of Law and Public Safety, the New Jersey State Bar
45 Association, or any other entity, or may, at its discretion, implement
46 a training program at its own cost.