



## **Borough of River Edge**

Mayor and Council  
Agenda December 9, 2019

**Work Session Meeting**

Borough Hall  
705 Kinderkamack Road

**6:00 P.M.**

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1. Call to Order –
  2. Silent Prayer – Flag Salute
  3. Statement of Compliance with Open Public Meeting Act: This meeting complies with the Open Public Meeting Act by notification on December 21<sup>st</sup> of this location, date and time to the Ridgewood News and the Record and by posting of same on the municipal bulletin board and Borough Web Site and filing a notice of the same with the Municipal Clerk.
  4. Roll Call –
  5. Borough Administrators Topics –
    - a. School Polling Districts
    - b. New Jersey Domestic Violence Policy
  6. For Discussion –
  7. Work Session Consent Agenda –
  8. Mayor's Report –
  9. For Your Information –
  10. Unfinished Business –
  11. New Business –
  12. Public Comments –
  13. Adjournment -

# School Polling Districts

Stephanie Evans

Mon 11/25/2019 5:46 PM

To: Raymond Poerio <RPoerio@riveredgenj.org>;

Ray when this question came up in 2016, then Fire Chief Eric Schultz stated that Homeland Security was not permitting fire houses to be used any longer. The schools receive federal funding which requires them to provide space for all elections. In order to move a polling location, a must be sent by Municipal Clerk to the Bergen County Board of Elections. This letter must offer a new location for them to inspect before any approval may be given. Any new location must provide ample parking for workers and voters, handicapped parking spaces, and also ADA public restrooms. In addition, Title 19, the statutes which govern elections, states that if a location other than a school or other public building is chosen, it must be within 1,000 feet from the boundary lines of the district. All three schools currently have a separate entrance that may be used versus going through the schools themselves. Currently the schools are either closed or hold "one session" for that day.

Thank you,

Stephanie Evans, RMC, CMR  
Borough Clerk  
Borough of River Edge  
705 Kinderkamack Road  
River Edge, New Jersey 07661  
Monday - Friday 8am to 4pm  
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sevans@riveredgenj.org





November 2019

## **New Jersey's Domestic Violence for Public Employers**

In January of 2018, the New Jersey Legislature enacted the Domestic Violence Policy Act for Public Employers. The law directed the Civil Service Commission (NJCSC) to develop a uniform domestic violence policy and requires all public employers to adopt a written policy concerning the reporting and handling of domestic violence, regardless of whether or not the employer is subject to Civil Service.

On October 15, 2019 the NJCSC issued its uniform domestic violence policy. The policy is posted on the MEL website at <https://njmel.org/wp-content/uploads/2019/11/Domestic-Violence-Policy-for-Public-Employers.doc>. Employers may modify the uniform policy, however, the employer must provide the same or higher level of protection and service to their employees as set forth in the model policy. If an employer modifies the NJCSC uniform policy, the employer must submit their policy for review and approval of the NJCSC.

Key provisions of the uniform domestic violence policy include:

- All employees must be covered under the policy, including full and part time employees, seasonal employees, interns, volunteers and temporary employees at any workplace location.
- Each public employer must designate a Human Resource / Personnel Officer (HRO) who will be the primary contact within the organization for employees involved in a domestic violence situation. The law specifies a secondary HRO must also be identified for times when the primary HRO is not available.
- Employees must be made aware of the employer's Domestic Violence Policy and how to report an incident involving themselves or a co-worker. Employees must know their situation will be handled with the utmost in confidentiality and sensitivity.
- An HRO must respond immediately to a request for assistance and provide a safe and confidential location for an employee to describe their concern and request assistance from the employer.
- The State defined a very specific course of action should a HRO become aware of a potential or actual domestic violence case involving an employee.
- The HRO will work closely with local police, if needed, and the department leaders, and administrators to implement any needed safeguards, accommodations, or counseling for the worker and other affected employees.
- The HRO should be prepared to guide the affected employee through the provisions and protections of the N.J. Security and Financial Empowerment Act (NJ SAFE).

The law requires the HRO to be trained. The Safety Director anticipates further guidance on training requirements will be released by the NJ Department of Community Affairs or the NJCSC. New information will be posted on the MEL website.

This bulletin is intended for general information purposes only. It should not be construed as legal advice or legal opinion regarding any specific situation. Consult your attorney for legal advice regarding your specific situation. For more information regarding this bulletin, contact your Safety Director at 977.356.3646.

# DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS

Prepared for:

(INSERT YOUR AGENCY HERE)

*This model program is intended for general information purposes only. It should not be construed as legal advice or legal opinion regarding any specific or factual situation. Always follow your organization's policies and procedures as presented by your manager or supervisor. REMOVE THIS BEFORE ADOPTING PLAN.*

Reviewed by (print name): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS  
INSERT AGENCY'S NAME**

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## **DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS INSERT AGENCY'S NAME**

### **PURPOSE**

The purpose of the State of New Jersey Domestic Violence Policy for Public Employers (herein "policy") is to set forth a uniform domestic violence policy for all public employers to adopt in accordance with N.J.S.A. 11A:2-6a. The purpose of this policy is also to encourage employees who are victims of domestic violence, and those impacted by domestic violence, to seek assistance from their human resources officers and provide a standard for human resources officers to follow when responding to employees.

### **DEFINITIONS**

The following terms are defined solely for the purpose of this policy:

**Domestic Violence** - Acts or threatened acts, that are used by a perpetrator to gain power and control over a current or former spouse, family member, household member, intimate partner, someone the perpetrator dated, or person with whom the perpetrator shares a child in common or anticipates having a child in common if one of the parties is pregnant. Domestic violence includes, but is not limited to the following: physical violence; injury; intimidation; sexual violence or abuse; emotional and/or psychological intimidation; verbal abuse; threats; harassment; cyber harassment; stalking; economic abuse or control; damaging property to intimidate or attempt to control the behavior of a person in a relationship with the perpetrator; strangulation; or abuse of animals or pets.

**Abuser/Perpetrator** - An individual who commits or threatens to commit an act of domestic violence, including unwarranted violence against individuals and animals. Other abusive behaviors and forms of violence can include the following: bullying, humiliating, isolating, intimidating, harassing, stalking, or threatening the victim, disturbing someone's peace, or destroying someone's property.

**Human Resources Officer (HRO)** - An employee of a public employer with a human resources job title, or its equivalent, who is responsible for orienting, training, counseling, and appraising staff. Persons designated by the employer as the primary or secondary contact to assist employees in reporting domestic violence incidents.

**Intimate Partner** - Partners of any sexual orientation or preference who have been legally married or formerly married to one another, have a child or children in common, or anticipate having a child in common if one party is pregnant. Intimate partner also includes those who live together or have lived together, as well as persons who are dating or have dated in the past.

**Temporary Restraining Order (TRO)** - A civil court order issued by a judge to protect the life, health or well-being of a victim. TROs can prohibit domestic violence offenders from having

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS  
INSERT AGENCY'S NAME**

contact with victims, either in person or through any means of communication, including third parties. TROs also can prohibit offenders from a victim's home and workplace. A violation of a TRO may be a criminal offense. A TRO will last approximately 10 business days, or until a court holds a hearing to determine if a Final Restraining Order (FRO) is needed. In New Jersey, there is no expiration of a FRO.

**Victim** - A person who is 18 years of age or older or who is an emancipated minor and who has been subjected to domestic violence by a spouse, former spouse, or any other person who is a present household member or was at any time a household member. A victim of domestic violence is also any person, regardless of age, who has been subjected to domestic violence by one of the following actors: a person with whom the victim has a child in common; a person with whom the victim anticipates having a child in common, if one of the parties is pregnant; and a person with whom the victim has had a dating relationship.

**Workplace-Related Incidents-** Incidents of domestic violence, sexual violence, dating violence, and stalking, including acts, attempted acts, or threatened acts by or against employees, the families of employees, and/or their property, that imperil the safety, well-being, or productivity of any person associated with a public employee in the State of New Jersey, regardless of whether the act occurred in or outside the organization's physical workplace. An employee is considered to be in the workplace while in or using the resources of the employer. This includes, but is not limited to, facilities, work sites, equipment, vehicles, or while on work-related travel.

**PERSONS COVERED BY THIS POLICY**

All employees of INSERT AGENCY'S NAME are covered under this policy, including full and part time employees, casual/seasonal employees, interns, volunteers and temporary employees at any workplace location.

**RESPONSIBILITY OF EMPLOYERS TO DESIGNATE A HUMAN RESOURCES OFFICER**

The INSERT AGENCY'S NAME hereby designates the following employees as the Primary HRO and Secondary HRO, to assist employees who are victims of domestic violence.

**Primary HRO:**

**Name / Title and contact information**

**Secondary HRO:**

**Name / Title and contact information**

## **DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS INSERT AGENCY'S NAME**

The designated Primary and Secondary HRO shall receive training on responding to and assisting employees who are domestic violence victims in accordance with this policy.

Managers and supervisors are often aware of circumstances involving an employee who is experiencing domestic violence. Managers and supervisors are required to refer any employee who is experiencing domestic violence or who report witnessing domestic violence to the designated HRO. Managers and supervisors must maintain confidentiality, to the extent possible, and be sensitive, compassionate, and respectful to the needs of persons who are victims of domestic violence.

The name and contact information of the designated HRO will be provided to all employees **HOW**.

This policy does not supersede applicable laws, guidelines, standard operating procedures, internal affairs policies, or New Jersey Attorney General Directives and guidelines that impose a duty to report. For example, if there is any indication a child may also be a victim, reporting is mandatory to the Department of Children and Families, Child Protection and Permanency, under N.J.S.A. 9:6-8.13.

### **DOMESTIC VIOLENCE REPORTING PROCEDURES**

Employees who are victims of domestic violence are encouraged to seek immediate assistance from their HRO. Employees who have information about or witness an act of domestic violence against an employee, are encouraged to report that information to the designated HRO, unless the employee is required to report the domestic violence pursuant to applicable laws, guidelines, standard operating procedures, internal affairs policies, or New Jersey Attorney General directives and guidelines that impose a duty to report, in which case the employee must so report to the appropriate authority in addition to reporting to the designated HRO. Nothing in this policy shall preclude an employee from contacting 911 in emergency situations. Indeed, HROs shall remind employees to contact 911 if they feel they are in immediate danger.

Each designated HRO shall:

- A. Immediately respond to an employee upon request and provide a safe and confidential location to allow the employee to discuss the circumstances surrounding the domestic violence incident and the request for assistance.
- B. Determine whether there is an imminent and emergent need to contact 911 and/or local law enforcement.
- C. Provide the employee with resource information and a confidential telephone line to make necessary calls for services for emergent intervention and supportive services, when appropriate. The HRO or the employee can contact the appropriate Employee

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS**  
**INSERT AGENCY'S NAME**

Assistance Program to assist with securing resources and confidential services.

- D. Refer the employee to the provisions and protections of The New Jersey Security and Financial Empowerment Act, N.J.S.A. 34:11C-1 et seq. (NJ SAFE Act), referenced under Section VIII of this policy.
- E. In cases where domestic violence involved a sexual touching or sexual assault between state employees, the HRO is also required to report the incident to their agency's EEO Officer or Title IX Officer, insert name and contact information.
- F. If there is a report of sexual assault or abuse, the victim should be offered the services of the Sexual Assault Response Team, insert contact information
- G. Maintain the confidentiality of the employee and all parties involved, to the extent practical and appropriate under the circumstances, pursuant to this policy. (See Section VI).
- H. Upon the employee's consent, the employee may provide the HRO with copies of any TROs, FROs, and/or civil restraint agreements that pertain to restraints in the work place and ensure that security personnel are aware of the names of individuals who are prohibited from appearing at the work location while the employee who sought the restraining order is present. All copies of TROs and FROs shall be maintained in a separate confidential personnel file.

**CONFIDENTIALITY POLICY**

In responding to reports of domestic violence, the HRO shall seek to maintain confidentiality to protect an employee making a report of, witnessing, or experiencing domestic violence, to the extent practical and appropriate under the circumstances and allowed by law. Thus, this policy does not supersede applicable laws, guidelines, standard operating procedures, internal affairs policies, or New Jersey Attorney General Directives and guidelines that impose a duty to report.

This confidentiality policy shall not prevent disclosure where to do so would result in physical harm to any person or jeopardize safety within the workplace. When information must be disclosed to protect the safety of individuals in the workplace, the HRO shall limit the breadth and content of such disclosure to information reasonably necessary to protect the safety of the disclosing employee and others and comply with the law. The HRO shall provide advance notice to the employee who disclosed information, to the extent possible, if the disclosure must be shared with other parties in order to maintain safety in the workplace or elsewhere. The HRO shall also provide the employee with the name and title of the person to whom they intend to provide the employee's statement and shall explain the necessity and purpose regarding the disclosure. For example, if the substance of the disclosure presents a threat to employees, then law enforcement will be alerted immediately.

## **DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS INSERT AGENCY'S NAME**

This policy does not supersede applicable laws, guidelines, standard operating procedures, internal affairs policies, or New Jersey Attorney General Directives and guidelines where mandatory reporting is required by the appointing authority or a specific class of employees.

### **CONFIDENTIALITY OF EMPLOYEE RECORDS**

To ensure confidentiality and accuracy of information, this policy requires the HRO to keep all documents and reports of domestic violence in confidential personnel file separate from the employee's other personnel records. These records shall be considered personnel records and shall not be government records available for public access under the Open Public Records Act. See N.J.S.A. 47:1A-10.

### **THE NEW JERSEY SECURITY AND FINANCIAL EMPOWERMENT ACT**

The New Jersey Security and Financial Empowerment Act, N.J.S.A. 34:11C-1, et seq. (NJ SAFE Act), is a law that provides employment protection for victims of domestic or sexual violence.

The NJ SAFE Act allows a maximum of 20 days of unpaid leave in one 12-month period, to be used within 12 months following any act of domestic or sexual violence. To be eligible, the employee must have worked at least 1,000 hours during the 12-month period immediately before the act of domestic or sexual violence. Further, the employee must have worked for an employer in the State that employs 25 or more employees for each working day during 20 or more calendar weeks in the current or immediately preceding calendar year. This leave can be taken intermittently in days, but not hours.

Leave under the NJ SAFE Act may be taken by an employee who is a victim of domestic violence, as that term is defined in N.J.S.A. 2C:25-19 and N.J.S.A. 30:4-27.6, respectively. Leave may also be taken by an employee whose child, parent, spouse, domestic partner, civil union partner, or other relationships as defined in applicable statutes is a victim of domestic or sexual violence.

Leave under the NJ SAFE Act may be taken for the purpose of engaging in any of the following activities, for themselves, or a child, parent, spouse, domestic partner, or civil union partner, as they relate to an incident of domestic or sexual violence:

- 1) Seeking medical attention;
- 2) Obtaining services from a victim services organization;
- 3) Obtaining psychological or other counseling;
- 4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase safety;
- 5) Seeking legal assistance or remedies to ensure health and safety of the victim; or
- 6) Attending, participating in, or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence.

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS  
INSERT AGENCY'S NAME**

The full text of the New Jersey SAFE Act is provided in the Appendix to this policy.

**PUBLIC EMPLOYER DOMESTIC VIOLENCE ACTION PLAN**

**INSERT AGENCY'S NAME** has developed the following action plan to identify, respond to, and correct employee performance issues that are caused by domestic violence, pursuant to N.J.S.A. 11A:2-6a, and in accordance with the following guidelines:

- A. Designate an HRO with responsibilities pursuant to Sections IV and V of this policy.
- B. Recognize that an employee may need an accommodation as the employee may experience temporary difficulty fulfilling job responsibilities.
- C. Provide reasonable accommodations to ensure the employee's safety. Reasonable accommodations may include, but are not limited to, the following: implementation of safety measures; transfer or reassignment; modified work schedule; change in work telephone number or work-station location; assistance in documenting the violence occurring in the workplace; an implemented safety procedure, or other accommodation approved by the employer.
- D. Advise the employee of information concerning the NJ SAFE Act; Family and Medical Leave Act (FMLA); or Family Leave Act (FLA); Temporary Disability Insurance (TOI); or Americans with Disabilities Act (ADA); or other reasonable flexible leave options when an employee, or his or her child, parent, spouse, domestic partner, civil union partner, or other relationships as defined in applicable statutes is a victim of domestic violence.
- E. Commit to adherence to the provisions of the NJ SAFE Act, including that the employer will not retaliate against, terminate, or discipline any employee for reporting information about incidents of domestic violence, as defined in this policy, if the victim provides notice to their Human Resources Office of the status or if the Human Resources Office has reason to believe an employee is a victim of domestic violence.
- F. Advise any employee, who believes he or she has been subjected to adverse action as a result of making a report pursuant to this policy, of the civil right of action under the NJ SAFE ACT. And advise any employee to contact their designated Labor Relations Officer, Conscientious Employees Protection Act (CEPA) Officer and/or Equal Employment Opportunity Officer in the event they believe the adverse action is a violation of their collective bargaining agreement, the Conscientious Employees Protection Act or the New Jersey Law Against Discrimination and corresponding policies.
- G. Employers, their designated HRO, and employees should familiarize themselves with this policy. This policy shall be provided to all employees upon execution and to all new employees upon hiring. Information and resources about domestic violence are

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS**  
**INSERT AGENCY'S NAME**

encouraged to be placed in visible areas, such as restrooms, cafeterias, breakrooms, and where other resource information is located.

**RESOURCES**

This policy provides an Appendix listing resources and program information readily available to assist victims of domestic violence. These resources should be provided by the designated HRO to any victim of domestic violence at the time of reporting.

**DISTRIBUTION OF POLICY**

**WHO** will be responsible for distributing this policy to employees, volunteers, and other employees identified above.

**WHO** will be responsible for updating this policy at least annually to reflect circumstances changes in the organization.

**WHO** will be responsible for monitoring The Civil Service Commission and the Division of Local Government Services in the Department of Community Affairs for modifications thereto, to public employers.

**OTHER APPLICABLE REQUIREMENTS**

In addition to this policy, the HRO and the public employer's appointing authority must follow all applicable laws, guidelines, standard operating procedures, internal affairs policies, and New Jersey Attorney General Directives and guidelines that impose a duty to report. Additionally, to the extent that the procedures set forth in this policy conflict with collective negotiated agreements or with the Family Educational Rights and Privacy Act (FERPA), the provisions of the negotiated agreements and the provisions of FERPA control.

**POLICY MODIFICATION AND REVIEW**

A public employer may seek to modify this policy, to create additional protocols to protect victims of domestic violence but may not modify in a way that reduces or compromises the safeguards and processes set out in this policy.

The Civil Service Commission will review and modify this policy periodically and as needed.

**DOMESTIC VIOLENCE POLICY FOR PUBLIC EMPLOYERS**  
**INSERT AGENCY'S NAME**

**POLICY ENFORCEABILITY**

The provisions of this policy are intended to be implemented by the Civil Service Commission. These provisions do not create any promises or rights that may be enforced by any persons or entities.

**POLICY INQUIRIES & EFFECTIVE DATE**

Any questions concerning the interpretation or implementation of this policy shall be addressed to the Chair/Chief Executive Officer of the Civil Service Commission, or their designee. This policy shall be enforceable upon the HRO's completion of training on this policy.