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ATTORNEY GENERAL LAW ENFORCEMENT DIRECTIVE NO. 2019-1

TO: All Law Enforcement Chief Executives

FROM: Gurbir S. Grewal, Attorney General

DATE: August 6, 2019

SUBJECT: Directive Promoting Law Enforcement Resiliency

The men and women of law enforcement put their lives on the line every day to protect the citizens of New Jersey. Often the first to respond to a scene, these officers regularly encounter some of the most traumatic events affecting their community. They also typically operate in a state of hypervigilance while on duty. The emotional and mental toll of this work can build over time and contribute to a range of health issues, including increased blood pressure, heart disease, diabetes, substance misuse, family and relationship stress, self-harm, and risk of suicide. We have a special responsibility to ensure that New Jersey's law enforcement officers are equipped with the tools they need to cope with the unique stressors of their work.

"Resiliency" is defined as the ability to overcome adversity, and the New Jersey Resiliency Program for Law Enforcement (NJRP-LE) is designed to do just that. This Directive recognizes that protecting an officer's mental health is just as important as guarding their physical safety, and strives to create a supportive culture for law enforcement officers, their families and friends, as well as the broader New Jersey community.

As a result, this Directive requires all law enforcement agencies to appoint at least one Resiliency Program Officer (RPO), who will be responsible for implementing the NJRP-LE in their agency pursuant to the structure and parameters outlined below. The RPO will not only train the officers in their agency on the NJRP-LE, but also will be available to all law enforcement officers to answer questions directly related to the training and provide contact information for any other support services and programs. The RPO is not meant to replace existing support programs and law enforcement officers are encouraged to continue to use these and other programs whenever needed.



Therefore, pursuant to the authority granted to me under the New Jersey Constitution and the Criminal Justice Act of 1970, N.J.S.A. 52:17B-97 to -117, which provides for the general supervision of criminal justice by the Attorney General as chief law enforcement officer of the State in order to secure the benefits of a uniform and efficient enforcement of the criminal law and the administration of criminal justice throughout the State, I hereby direct all law enforcement and prosecuting agencies operating under the authority of the laws of the state of New Jersey to implement and comply with the following directives.

I. Definitions

- A. ***“Resiliency Program Officer” (RPO)*** refers to a designated law enforcement officer who is responsible for the training and implementation of the NJRP-LE within their agency. The RPO shall make themselves available to law enforcement officers in their agency, or from any agency in the State, for assistance regarding the NJRP-LE and its techniques, as well as provide resource referral assistance to law enforcement officers. The RPO position is not designed to supplant the duties and responsibilities of already implemented counseling and support programs; rather, the RPO is responsible for providing the contact information for such programs to a law enforcement officer if requested. An RPO may also serve as a State RPO Trainer or County RPO Trainer, as those terms are defined below.
- B. ***“Chief Resiliency Officer”*** refers to a detective or deputy attorney general assigned to the Division of Criminal Justice, who is designated by the Director of the Division of Criminal Justice, to ensure implementation of this Directive and oversee the Division’s efforts to strengthen resiliency among state, county, and local law enforcement officers in New Jersey.
- C. ***“New Jersey Resiliency Program for Law Enforcement” (NJRP-LE)*** refers to a training program developed by experts in academia, the military, and federal and state law enforcement that is comprised of specific domains and tenets. The NJRP-LE instills a positive culture for law enforcement officers by providing them with the tools to withstand, recover, and grow in the face of stressors, trauma, and the changing demands of their unique work.
- D. ***“County RPO Trainer”*** refers to an active or retired law enforcement officer or an active or retired assistant prosecutor who is designated by their County Prosecutor to participate in the NJRP-LE train-the-trainer program developed by the Division of Criminal Justice.
- E. ***“State RPO Trainer”*** refers to an active or retired law enforcement officer or an active or retired assistant prosecutor or deputy attorney general, who is designated

by the State agency's Director or Superintendent/Colonel, as appropriate, to participate in the NJRP-LE train-the-trainer program developed by the Division of Criminal Justice.

II. Implementation of Directive

- A. ***Appointment of Chief Resiliency Officer.*** Within 60 days of the issuance of this Directive, the Director of the Division of Criminal Justice shall appoint a Chief Resiliency Officer, who shall ensure implementation of this Directive and oversee the Division's efforts to strengthen resiliency among state, county, and local law enforcement officers in New Jersey.
- B. ***Appointment of Resiliency Program Officers (RPOs).*** Within 60 days of the issuance of this Directive, the head of each law enforcement agency in New Jersey shall appoint one or more RPOs for their agency. The selection of the RPO is critical to the well-being of our State's law enforcement officers and the success of the NJRP-LE. In making these selections, the appointing official shall consider the specific needs and circumstances of the agency, as well as the qualifications of the RPO candidates, including years of law enforcement experience, past and current work assignments, interest in the position, and any relevant training. The appointing official shall ensure that all officers in their agency are provided with the name and contact information of the appointed RPO(s).
- C. ***Notification of RPO appointments.*** Within 15 days of appointing one or more RPOs, the appointing official shall provide the name and contact information of the RPO(s) to State officials in the following manner:
 - 1. For local and county law enforcement agencies, the appointing official shall provide the relevant information to the County Prosecutor in the county where the agency is located. The County Prosecutor shall in turn provide the information to the Division of Criminal Justice, Prosecutors Supervision and Training Bureau.
 - 2. For the New Jersey State Police, the appointing official shall provide the relevant information to the Office of Law Enforcement Professional Standards (OLEPS). OLEPS shall in turn provide the information to the Division of Criminal Justice, Prosecutors Supervision and Training Bureau.

3. For all other state law enforcement agencies, the appointing official shall provide the relevant information to the Division of Criminal Justice, Prosecutors Supervision and Training Bureau.
 4. Appointing officials shall follow the above notification procedures when appointing any new or replacement RPO(s), and on at least an annual basis shall ensure the accuracy of the name and contact information of the agency's RPOs.
- D. ***Statewide compilation of RPOs.*** The Division of Criminal Justice shall compile a statewide list containing the names and contact information for all RPOs, and shall provide the list to all law enforcement agencies in New Jersey. The head of each agency shall ensure that the statewide RPO list is made available to all officers within their agency on a non-public server or intranet site.
- E. ***Implementation of NJRP-LE training program.*** The Director of the Division of Criminal Justice, in consultation with the Chief Resiliency Officer, shall ensure the implementation of a statewide training program, specifically NJRP-LE, in the following manner:
1. Within 60 days of the issuance of this Directive, each County Prosecutor shall appoint one or more County RPO Trainers, and each State law enforcement agency shall appoint one or more State RPO Trainers.
 2. Within 90 days of the issuance of this Directive, the Director, or their designee, shall create a two-day "train-the-trainer" program to implement the NJRP-LE. All County RPO Trainers and State RPO Trainers shall complete this program no later than December 31, 2020.
 3. Upon completing the train-the-trainer program, County RPO Trainers shall be responsible for training the RPOs of the local law enforcement agencies within that county. This responsibility does not preclude a County RPO Trainer from assisting another county in training that county's RPOs if needed.
 4. Once RPOs of local law enforcement agencies receive training from County RPO Trainers, those RPOs are then responsible for training all law enforcement officers within their own agencies.

5. All law enforcement officers in New Jersey shall be trained in the NJRP-LE no later than December 31, 2022.
- F. ***Resiliency training symposium.*** All RPOs, County RPO Trainers, and State RPO Trainers shall attend a two-day Resiliency Training Symposium scheduled for October 10-11, 2019, at the War Memorial in Trenton, New Jersey. The symposium will provide the RPOs with an overview of this Directive and the NJRP-LE. In exceptional circumstances, where an RPO cannot attend the two-day symposium, they must request in writing to be excused by the Director of the Division of Criminal Justice. The two-day symposium is separate and apart from both the NJRP-LE train-the-trainer and the required NJRP-LE training for all law enforcement officers.

III. Officer Access to RPOs and Other Resiliency Resources

- A. ***Confidentiality.*** All interactions between a law enforcement officer and an RPO, in the RPO's official capacity, are confidential, unless disclosure is otherwise required by applicable laws, guidelines, or an agency's internal policies.
- B. ***Universal access to RPOs.*** A law enforcement officer seeking the assistance of an RPO may contact the designated RPO(s) in their own agency or any other law enforcement agency in New Jersey.
- C. ***Other resources.*** The NJRP-LE is designed to equip officers with the necessary tools to cope with the unique stressors of their job. There are times, however, when an officer may want, or need, support services that are not offered by the RPO or the NJRP-LE. New Jersey offers a wide variety of support programs for law enforcement, such as Cop2Cop, where an officer can talk to their peer in a safe outlet without judgment, and chaplain services, where an officer can confidentially speak with a clergy member who has gone through the Police Chaplain Training Program. This Directive encourages law enforcement to use available support programs to help better serve the needs of law enforcement prior to and in times of crisis.

IV. Other Provisions

- A. ***Non-enforceability by third parties.*** This Directive is issued pursuant to the Attorney General's authority to ensure the uniform and efficient enforcement of the laws and administration of criminal justice throughout the state. This Directive imposes limitations on law enforcement agencies and officials that may be more

restrictive than the limitations imposed under the United States and New Jersey Constitutions, and federal and state statutes and regulations. Nothing in this Directive shall be construed in any way to create any substantive right that may be enforced by any third party.

- B. **Severability.** The provisions of this Directive shall be severable. If any phrase, clause, sentence, or provision of this Directive is declared by a court of competent jurisdiction to be invalid, the validity of the remainder of the Directive shall not be affected.
- C. **Questions.** Any questions concerning this Directive shall be addressed to the Director of the Division of Criminal Justice or their designee, or the Chief Resiliency Officer.
- D. **Effective date.** This Directive shall take effect immediately, and shall remain in force unless and until rescinded or amended by Order of the Attorney General. With respect to any provision or feature of this Directive for which a specific time period for implementation is not indicated, the provision or feature shall be implemented as soon as practicable.



Gurbir S. Grewal
Attorney General

ATTEST:



Veronica Allende
Director, Division of Criminal Justice

Dated: August 6, 2019