

SCAN Policies Database State Profile 2021: New Jersey

Overview of the SCAN Policies Database

The State Child Abuse and Neglect (SCAN) Policies Database compiles data on the definitions and policies that states use in their surveillance of child maltreatment, along with data on associated risk and protective factors. The SCAN Policies Database is funded by the Office of Planning, Research, and Evaluation in collaboration with the Children’s Bureau in the Administration for Children and Families, U.S. Department of Health and Human Services. Mathematica leads this project in partnership with Child Trends.

The project’s purpose is to review and compile information from states’ definitions and policies to create a database of those definitions and policies that can be used for analysis. The SCAN Policies Database is a resource for researchers, analysts, child welfare agency staff, and others interested in examining differences between states in their definitions and policies on child maltreatment and how they change over time.

Content

The scope of the SCAN Policies Database includes information about state definitions and policies related to child abuse and neglect for all 50 states, the District of Columbia, and the Commonwealth of Puerto Rico. The SCAN Policies Database team gathered this information through a document collection, review, and coding process. The team obtained input from states on data collection through a confirmation and verification process. More information about these data collection procedures can be found in the data user’s guide and data collection protocol, accessible at <https://www.scanpoliciesdatabase.com/data-use-resources>.

The SCAN Policies Database 2021 represents data collected, reviewed, and verified between July 2021 and January 2022. The data reflect the state definitions and policies for the calendar year 2021. The scope of topics in the database includes states’ definitions of child abuse and neglect, as well as information about policies related to reporting, screening, and investigating child maltreatment. Key aspects of the child welfare systems’ response and context are also included.

The content in the SCAN Policies Database is organized into six domains. The state profiles, codebook, data collection protocol, and data file are also organized by these domains. In the protocol, each question begins with a letter prefix identifying the domain for each variable. The six domains with the identifying protocol number prefix are listed below.

Domain	Question prefix
Definitions	D
Reporting	R
Screening	S
Investigation	I
Child welfare response	W
Child welfare system context	C

State profile

This SCAN Policies Database state profile is a summary of the information collected about the definitions and policies for the identified state. It is organized by six domains, with each section containing a set of tables that depict the state's information for all variables within that domain.

The state profile presents data for each variable with “yes,” “no,” “unknown,” or other response as appropriate. The response of “unknown” appears for topics that could not be located from the state's available resources or verified with that state. In some cases, “logical skip” appears when a question was not applicable to a particular state, given a related response on a preceding question.

Data use resources

Several data use resources are available to support users of the SCAN Policies Database:

- **Data user's guide:** The guide has detailed information about the data set, including the process used to collect and review the data, the scope of information included in the data set, guidance on using the data, such as how to link the data with other data sources, and notes about specific topics. The data user's guide includes appendices with information on corrections to the SCAN Policies Database 2019 and a summary of changes to the data between 2019 and 2021 that reflect changes to state laws and policies during that time period. There is one data user's guide that is updated and applicable for all rounds of data collection for the SCAN Policies Database.
- **Codebook:** The codebook provides information about each variable in the data set, including variable names, labels, definitions, protocol number, variable type, and frequencies. The codebook includes several appendices, including a list of all sources used to review and code data. There are separate codebooks to summarize the data from each round of data collection.
- **Data collection protocol:** The protocol has the questions used to collect information about states' statutes and policies as part of the data review and coding process. There are separate data collection protocols for each round of data collection for the SCAN Policies Database.

These data use resources can be found on the SCAN Policies Database website (<https://www.scanpoliciesdatabase.com/data-use-resources>) or from the National Data Archive for Child Abuse and Neglect (NDACAN) (<https://www.ndacan.acf.hhs.gov/>).

More information

More information about the SCAN Policies Database can be found at <https://www.scanpoliciesdatabase.com>. General inquiries can be submitted to SCANPoliciesDatabase@mathematica-mpr.com.

State identifying information

Table I. State identifying information

	Response
a. State abbreviation	NJ
b. State Federal Information Processing Standard (FIPS) code	34
c. Census region code	Northeast
d. State verified coding of information	Yes
e. State confirmed documents reviewed	Yes
f. State definitions and policies for calendar year	2021
g. Data version	2021v1

Domain D: Definitions of child maltreatment

Table II. State's definition of child maltreatment

	Response
1. Types of maltreatment included in state definition	
a. Physical abuse	Yes
b. Excessive corporal punishment	Yes
c. Sexual abuse	Yes
d. Emotional maltreatment	Yes
e. Neglect	Yes
f. Inadequate clothing	Yes
g. Inadequate shelter	Yes
h. Malnourishment, inadequate food	Yes
i. Medical neglect, inadequate medical care	Yes
j. Failure to thrive	Yes
k. Educational neglect	Yes
l. Abandonment	Yes
m. Injurious environment. Likelihood of harm to child's health, physical well-being	Yes
n. Drug lab. Child present within structure where methamphetamine is being created	Yes
o. Inadequate supervision. Failure to meet parent or caretaker responsibilities	Yes
p. Drug or alcohol misuse. Parental drug or alcohol misuse causing harm to child	Yes
q. Prenatal exposure to drugs or alcohol	Yes
r. Illicit substance. Illegally providing a controlled substance to a child	Yes
s. Human trafficking, involuntary servitude, sexual servitude	Yes
t. Female genital mutilation	No
u. Shaken baby syndrome, abusive head trauma	Yes
v. Failure to protect. Failure to protect from harm	Yes
w. Domestic violence. Exposure to domestic violence	Yes
x. Factitious disorder by proxy	No
y. Institutional abuse/neglect	Yes
z. Other definition (specify)	No

Table II (continued)

	Response
2. Subtypes of maltreatment included in state definition	
a. Subtypes of maltreatment considered abuse	Physical abuse includes death or near-fatality, family violence, human trafficking (including servitude and sexual exploitation), physical impairment (including head injury, internal injury, burns/scalding, wound, bone fracture, cut, bruise, welt abrasion, oral injury, human bite, sprain/dislocation, swelling, choking/smothering/asphyxiation, incident without injury, tying/close confinement, providing a child with mood-altering/dangerous substance or permitting use), substance use of caregiver threatens the child, torture; Sexual abuse includes human trafficking (including servitude and sexual exploitation); Emotional abuse includes family violence, human trafficking (including servitude and sexual exploitation), mental and emotional impairment, mental illness of the caregiver threatens the child, substance use of caregiver threatens the child, torture
b. Subtypes of maltreatment considered neglect	Neglect includes abandonment, educational neglect, inadequate supervision, medical neglect (including failure to thrive, non-organic malnutrition, neglect of disabled infants and failure to seek care - medical, dental, or psychiatric), failure to provide basic needs (including clothing, food, lock out, shelter/environment), death or near-fatality, family violence, human trafficking (including servitude and sexual exploitation), mental and emotional impairment, mental illness of the caregiver threatens the child, physical impairment (including head injury, internal injury, burns/scalding, would, bone fracture, cut, bruise, welt abrasion, oral injury, human bite, sprain/dislocation, swelling, choking/smothering/asphyxiation, incident without injury, tying/close confinement, providing a child w/mood-altering/dangerous substance or permitting use), substance use of caregiver threatens the child
c. Subtypes of maltreatment considered other than abuse or neglect	Not applicable
3. Level of harm included in state's definition of child maltreatment	
a. Inflicts harm	Yes
b. Imminent danger or substantial risk of harm	Yes
4. Differences in level of harm included in state's definition of child maltreatment by type of maltreatment	No
5. Type of harm or injury specified in state's definition of child maltreatment	
a. Death, bodily injury, impairment of physical condition	Yes

Table II (continued)

	Response
b. Impairment of mental or emotional condition	Yes
c. Harmful environment, conditions	Yes
d. Type of harm or injury not specified	No
e. Other (specify)	No
6. Variation in extent of injury or harm by maltreatment type in the state's definition of child maltreatment	No
7. Perpetrator identified as part of state's definition of child maltreatment	Yes
8. Types of perpetrators specified as part of state's definition of child maltreatment	
a. Any adult	No
b. Parent	Yes
c. Guardian	Yes
d. Caregiver/caretaker	Yes
e. Family member/parent/paramour	Yes
f. Household member	No
g. Person responsible for child	Yes
h. Other (specify)	No
9. Types of perpetrators vary by type of maltreatment	No
10. Explanation of variation in types of perpetrator by maltreatment type	Not applicable
11. Child age included in definition of child maltreatment	Yes
12. Specific child age in definition of child maltreatment	Under age 18
13. Variability of child age by type of maltreatment	No

Table III. Child maltreatment definition exemptions

	Response: Yes/No/Unknown
1. Exemption included in state's definition of child maltreatment	
a. Financial issues, financial inability to provide for a child	No
b. Discipline; physical discipline, as long as it is reasonable and causes no bodily injury to the child	No
c. Safe haven exemption; newborn relinquished or abandoned in accordance with infant safe haven laws	Yes
d. Infant testing positive for drugs – medical; newborn with positive test for controlled substance as a result of parent's medical treatment	No
e. Religious observance; parent relies on spiritual or religious forms of medical treatment	Yes
f. Other exemption (specify)	Yes - Homelessness due to lack of community housing resources
2. Safe haven exemption included in state's definition of child maltreatment	
a. Must leave a child at specific safe haven locations	Yes
b. Child must be left by parent or parent's agent	Yes
c. Child must be left by a certain age (specify)	Yes - 30 days old or younger
d. No intent to return	Yes
e. Child must be left unharmed	Yes
f. Other (specify)	No

Table IV. Definitions and response for child fatalities and near-fatalities cases

	Response: Yes/No/Unknown
1. State's definition of fatalities or deaths caused by child maltreatment	
a. Not specified/not defined	No
b. Injury from abuse or neglect caused death	Yes
c. Abuse or neglect was contributing factor in death	Yes
d. Death of child was in child welfare custody/foster care	Yes
e. Other (specify)	No
f. Unknown	No
2. State conducts case reviews with a child fatality review team or a similar review process for fatalities caused by child abuse or neglect	
a. No case review or review process	No
b. Reviews are required of all or some cases	Yes
c. Reviews can be conducted but are not required	No
d. Other (specify)	No
e. Unknown	No
3. State's definition of near-fatalities or near-deaths caused by child maltreatment	
a. Not specified/not defined	No
b. General reference to a serious or critical condition/injury that is life threatening with a substantial risk of death	Yes
c. Specific injury or specific medical treatment/intervention (specify)	Yes - A serious or vital condition, resulting in the child receiving critical care for at least 24 hours following the child's admission to a critical care unit, and the child suffered at least one of the following, as documented by a physician: severe permanent mental or physical impairment; a life-threatening injury; or a condition that creates a probability of death within the near future
d. Other (specify)	No
e. Unknown	No
4. State conducts case reviews with a review team or similar review process for near-fatalities caused by child abuse or neglect	
a. No case review or review process	No
b. Reviews are required of all or some cases	Yes
c. Reviews can be conducted but are not required	No
d. Other (specify)	No
e. Unknown	No

Domain R: Reporting child abuse and neglect

Table V. Reporting policies

	Response
1. Statewide centralized reporting	Yes
2. How reporting is decentralized	
a. Each county or region has its own reporting hotline	Logical Skip
b. Some counties or regions have their own reporting hotline	Logical Skip
c. During some times of the day, counties or regions have their own reporting hotline	Logical Skip
d. Other (specify)	Logical Skip
3. Standard for reporting child maltreatment	
a. Known abuse and neglect	Yes
b. Reasonable cause to believe a child was abused or neglected	Yes
4. Universal mandated reporting	Yes
5. Required training for mandated reporters	Yes, some mandated reporters
6. Penalties for failure to report	Yes, all adults
7. Specific penalties for failure to report	
a. Criminal charges	Yes
b. Civil charges	No
c. Professional licensure suspended or revoked	No
d. Other (specify)	Yes - Up to a \$1,000 fine
8. Penalties for false reporting	No
9. Specific penalties for false reporting	
a. Criminal charges	Logical Skip
b. Civil charges	Logical Skip
c. Professional license suspended or revoked	Logical Skip
d. Other (specify)	Logical Skip
e. Unknown	Logical Skip
10. Immunity for reporters of child abuse and neglect	Yes
11. Information requested at the time of report	
a. Identifying information of child	Yes
b. Location/contact information of child and family	Yes
c. Type/severity of suspected maltreatment	Yes
d. Date of suspected maltreatment	Yes
e. Identifying and other information of alleged perpetrator(s)	Yes
f. Identifying and other information of reporter	Yes
g. Identifying information of child's parents, guardian, or caregiver/caretaker	Yes
h. Identifying and other information of family/household members	Yes
i. Information on prior maltreatment	No
j. Other (specify)	No
12. Anonymity of reporter	
a. All reporters (including mandated reports) can stay anonymous	No

Table V (continued)

	Response
b. The general public can be anonymous (mandated reporters cannot remain anonymous)	Yes
c. Reporters (including mandated reporters) cannot be anonymous	No
d. Unknown	No
13. Tribal involvement in accepting reports of tribal cases	
a. Tribes are not involved	Yes
b. Tribes accept reports (specify tribes)	No
c. Collaboration of tribes with state/local public child welfare agency to accept reports (specify tribes)	No
d. Tribes accept reports and collaborate with state/local public child welfare agency (specify tribes)	No
e. Unknown	No
14. State requires all notifications of substance-exposed newborns (SENs) to be submitted as reports of child maltreatment	
a. State does not require all cases of SENs to be reported for child maltreatment, but they could be reported if they meet certain criteria	Yes
b. State requires all SENs to be reported as child maltreatment	No
c. Other (specify)	No
d. Unknown	No
15. Accepts reports of risk without an allegation of child maltreatment (risk-only reports)	
a. No	Yes
b. Yes	No
c. Other (specify)	No
d. Unknown	No

Table VI. Types of mandated reporters

	Response	Response	Response
1. Types of mandated reporters	Included in state's definition of mandated reporters	Training required ¹	Subject to penalties for failure to report ²
a. Foster parents	Yes	No	Yes
b. School staff - teachers	Yes	Yes	Yes
c. School bus drivers or other transportation staff	Yes	No	Yes
d. Before- /after-school program staff	Yes	No	Yes
e. Child care staff	Yes	No	Yes
f. Camp counselors, directors, or administrators	Yes	No	Yes
g. Athletic coaches or staff	Yes	No	Yes
h. Medical or dental professionals	Yes	No	Yes
i. Substance abuse disorder treatment providers	Yes	No	Yes
j. Mental health, counselors, or other social service professionals	Yes	No	Yes
k. Police or other law enforcement	Yes	No	Yes
l. Emergency medical technicians, firefighters, or other emergency personnel	Yes	No	Yes
m. Judges	Yes	No	Yes
n. District attorneys or other attorneys	Yes	No	Yes
o. Guardian ad litem or court-appointed special advocates	Yes	No	Yes
p. Other court personnel	Yes	No	Yes
q. Shelter staff	Yes	No	Yes
r. Those who work in fields processing or monitoring print, film, or computer images	Yes	No	Yes
s. Religious clergy	Yes	No	Yes
t. Volunteers	Yes	No	Yes
u. Coroners or medical examiners	Yes	No	Yes
v. Staff or contractors of state and county agencies	Yes	No	Yes
w. Other type of mandated reporter (specify)	Yes	No	Yes - All adults

Table VI (*continued*)

¹Responses in this column can equal logical skip when the given type of mandated reporter is not included in the state's definition of mandated reporters or when no training is required for mandated reporters (Table V.5). Responses in this column can be yes when a state has universal mandated reporting (Table V.4) and all mandated reporters require training (Table V.5).

²Responses in this column can equal logical skip when the given type of mandated reporter is not included in the state's definition of mandated reporters or when no mandated reporters are subject to penalties (Table V.6). Responses in this column can be yes when a state has universal mandated reporting (Table V.4) and when all adults or all mandated reporters are subject to penalties (Table V.6).

Domain S: Screening reports of child abuse and neglect

Table VII. Screening policies

	Response
1. Statewide centralized screening	Yes
2. How screening is decentralized	
a. Each county or region has its own screening unit	Logical Skip
b. Some counties or regions have their own screening units	Logical Skip
c. During certain times of the day, counties or regions have their own screening units	Logical Skip
d. Other (specify)	Logical Skip
3. Information required to screen in report	
a. Identifying information of child	Yes
b. Location/contact information of child and family	Yes
c. Type/severity of suspected maltreatment	Yes
d. Date of suspected maltreatment	Yes
e. Identifying and other information of alleged perpetrator(s)	No
f. Other (specify)	Yes - Any knowledge of domestic violence in the household
g. Unknown	No

Table VIII. Screening decision process and activities

	Response	Required cases	Conditions or types of cases
1. Decision processes used during screening			
a. Supervisory review	Yes	Required for some	—
b. Team-based decision	No	Logical Skip	—
c. Individual screener	Yes	Required for all	—
d. Other (specify)	No	Logical Skip	—
e. Unknown	No	—	—
2. Variability of decision process used for screening			
a. Consistent statewide	Yes	—	—
b. Varies locally	No	—	—
c. Unknown	No	—	—
3. Certain activities or information are required as part of screening	Yes		
4. Activities/information required as part of screening			
a. Safety or risk assessment	Yes	Required for all	Not applicable
b. Review agency records for prior involvement with child protective services	Yes	Required for all	Not applicable
c. Other (specify)	No	Logical Skip	Not applicable
5. Types of safety/risk assessment used during screening			
a. Structured decision making	Yes	—	—
b. Other (specify)	No	—	—
6. Consistency of screening activities/information			
a. Consistent statewide	Yes	—	—
b. Varies locally (specify)	No	—	—
c. Unknown	No	—	—

Table IX. Screeners

	Response
1. Screener of abuse and neglect reports	
a. Caseworkers (frontline staff)	Yes
b. Case managers (supervisors)	Yes
c. Staff in specialized screening unit	Yes
d. Other (specify)	No
2. Qualifications of screener	
a. Associate's degree	No
b. Bachelor's degree	Yes
c. Master's degree	Yes
d. Training for screening (specify)	Yes - Staff who serve as State Central Registry (SCR) Screeners attend orientation sessions and attends mandatory meetings and trainings
e. Years of experience (specify)	Yes - Employees who work as screeners are all previous field office staff caseworkers
f. Other (specify)	Yes - Driving record check
g. Unknown	No
3. Degree in social work or related field for screeners	
a. Not required	No
b. Required	No
c. Recommended or preferred, but not required	Yes
d. Other (specify)	No
e. Unknown	No
4. Tribal involvement in screening process of tribal cases	
a. Tribes are not involved	Yes
b. Tribes conduct screening (specify tribes)	No
c. Collaboration of tribes with state/local public child welfare agency (specify tribes)	No
d. Tribes conduct screening and collaborate with state/local public child welfare agency (specify tribes)	No
e. Unknown	No

Domain I: Investigations of child abuse and neglect

Table X. Investigations policies

	Response
1. Child maltreatment investigations lead to criminal penalties	Yes
2. Investigator for reports	
a. Caseworkers (frontline staff)	Yes
b. Case managers (supervisors)	Yes
c. Staff in specialized investigations unit	Yes
d. Law enforcement	Yes
e. Other (specify)	Yes - County or state medical examiners; County prosecutor office
3. Qualifications of investigator	
a. Associate's degree	No
b. Bachelor's degree	Yes
c. Master's degree	Yes
d. Training for conducting investigations (specify)	Yes - Investigative staff receive specialized training which includes but is not limited to the following: First Responder's Training, Allegation Based System, Structured Decision Making
e. Years of experience (specify)	No
f. Other (specify)	Yes - Driving record check
g. Unknown	No
4. Degree in social work or related field for investigators	
a. Not required	No
b. Required	No
c. Recommended or preferred, but not required	Yes
d. Other (specify)	No
e. Unknown	No
5. Level of evidence required for substantiation (founded/indicated/confirmed)	
a. Preponderance of evidence	Yes
b. Credible or substantial evidence	No
c. Probable or reasonable cause	No
d. Unknown	No
6. Investigation determination can result in an "inconclusive" finding	
a. No	Yes
b. Yes	No
c. Unknown	No

Table XI. Required activities/information for investigation

	Response	Required cases	Conditions or types of cases
1. Certain activities/information required for the investigation process	Yes		
2. Specific activities or information required for investigation			
a. Review agency records for prior involvement with child protective services	Yes	Required for all	Not applicable
b. Visit to child's home	Yes	Required for all	Not applicable
c. Interview or observation of child victim	Yes	Required for all	Not applicable
d. Interview or observation of other children living in child's home	Yes	Required for all	Not applicable
e. Risk or safety assessment	Yes	Required for all	Not applicable
f. Evaluation of home environment or home study	Yes	Required for all	Not applicable
g. Interviews with child's parents, caregivers, or other adults residing in child's home	Yes	Required for all	Not applicable
h. Check of criminal records for adults in home	Yes	Required for all	Not applicable
i. Check of child welfare or central registry for prior child maltreatment allegations against adults in home	Yes	Required for all	Not applicable
j. Medical evaluation	Yes	Required for some	Physical abuse; Anytime a physician has examined the child
k. Mental health evaluation	No	Logical Skip	Not applicable
l. Interview alleged perpetrator	Yes	Required for all	Not applicable
m. Interview reporter or collateral source	Yes	Required for all	Not applicable

Table XI (continued)

	Response	Required cases	Conditions or types of cases
n. Other (specify)	Yes - Assess the strengths and needs of the caregiver; Assess the strengths and needs of the alleged child victim; Confirm child care arrangements reported by the caregiver where appropriate; Interview each witness offered by the alleged perpetrator who could provide evidence that he or she did not abuse or neglect the alleged child victim; Interview each investigative law enforcement officer working on the report; Interview each of the primary response law enforcement personnel called to the scene of the alleged abuse or neglect; Obtain, if possible, a certified copy of any medical report	Required for all	Not applicable

Domain W: Child welfare response

Table XII. Differential or alternative response

	Response
1 Differential/alternative response	
a. No	Yes
b. Yes - implemented statewide	No
c. Yes - implemented in specific counties or regions (specify)	No
d. Unknown	No
2. Types of maltreatment eligible for differential/alternative response	
a. All types of maltreatment are eligible	Logical Skip
b. Only certain types of maltreatment are eligible	Logical Skip
c. Unknown	Logical Skip
3. Types of maltreatment <u>not</u> eligible for differential/alternative response	
a. Cases involving child fatalities	Logical Skip
b. Substance-exposed infants	Logical Skip
c. Physical abuse	Logical Skip
d. Sexual abuse	Logical Skip
e. Neglect	Logical Skip
f. Abandoned infants	Logical Skip
g. Other (specify)	Logical Skip
4. Eligibility for differential/alternative response determined by a risk determination	
a. No	Logical Skip
b. Yes	Logical Skip
c. Other (specify)	Logical Skip
d. Unknown	Logical Skip
5. Tools used to determine risk for differential/alternative response	Logical Skip
6. Risk level eligible for differential/alternative response	
a. No risk	Logical Skip
b. Low risk	Logical Skip
c. Moderate risk	Logical Skip
d. Other (specify)	Logical Skip
e. Unknown	Logical Skip

Table XII (continued)

	Response
7. Other types of cases or conditions eligible for differential/alternative response	
a. No other cases or conditions	Logical Skip
b. No immediate safety concerns	Logical Skip
c. No or few prior reports of child abuse or neglect	Logical Skip
d. Other (specify)	Logical Skip
8. When is determination made for differential/alternative response	
a. At time of screening to screen out to differential response	Logical Skip
b. After a report is screened in	Logical Skip
c. Other (specify)	Logical Skip
9. Referrals to community services for cases engaged in differential response	
a. No	Logical Skip
b. Yes - for all cases	Logical Skip
c. Yes - when families express interest	Logical Skip
d. Yes - when there is a determination of risk	Logical Skip
e. Yes - other (specify)	Logical Skip

Table XIII. In-home services, foster care, and permanency

	Response
1. In-home services provided for unsubstantiated cases to maintain intact families	
a. No	No
b. Yes - implemented statewide	Yes
c. Yes - implemented in specific counties or regions	No
d. Unknown	No
2. In-home services provided post reunification	
a. No	No
b. Yes - implemented statewide	Yes
c. Yes - implemented in specific counties or regions	No
d. Unknown	No
3. Tribal involvement in foster care for tribal cases	
a. Tribes do not provide foster care	Yes
b. Tribes provide foster care (specify tribes)	No
c. Unknown	No
4. Foster care extension for those older than 18	Yes
5. Age youth are allowed to remain in extended foster care	
a. Age 21	Yes
b. Other (specify)	No
6. Permanency	
a. Kinship guardianship as a permanency option	Yes
b. Subsidized guardianship	Yes
c. Subsidized kinship guardianship	Yes
d. Subsidized adoption	Yes
7. Foster care case management staff	
a. State/county public agency staff	Yes
b. Contracted provider staff	No
c. Tribal agency staff	No
d. Unknown	No
8. Qualifications of foster care case managers	
a. Associate degree	No
b. Bachelor's degree	Yes
c. Master's degree	Yes
d. Training for case management (specify)	Yes - Permanency case manager staff receive specialized training which includes family engagement, concurrent planning, Adoption and Safe Families Act (ASFA), and Structured Decision Making
e. Years of experience (specify)	No
f. Other (specify)	Yes - Driving record check
g. Unknown	No

Table XIII (continued)

	Response
9. Degree in social work or related field for foster care case managers	
a. Not required	No
b. Required	No
c. Recommended or preferred, but not required	Yes
d. Other (specify)	No
e. Unknown	No

Table XIV. Agency staff dedicated to equity

	Response
1. Child welfare agency uses staff roles/functions dedicated to addressing disproportionality and/or equity	
a. No staff or roles	No
b. Uses cultural brokers	No
c. Uses manager, administrator, or office focused on diversity, equity, and inclusion (DEI) or multicultural or tribal affairs	Yes
d. Other (specify)	Yes
e. Unknown	No
2. Aspects of child welfare process that involve cultural brokers	
a. Screening process	Logical Skip
b. Investigation process	Logical Skip
c. Case management/child welfare response	Logical Skip
d. Other (specify)	Logical Skip
e. Unknown	Logical Skip
3. Specify other staff roles/job functions dedicated to addressing disproportionality and/or equity	A Race Equity Steering Committee was created in 2019 to study NJ's data and policies, while researching best practices and engaging experts in the field. The Steering Committee provides regular updates to the department, and shares resources and information that promote race equity. The state has outside consultants that have trained all staff (including casework staff) to ensure cultural competence and race equity in all aspects of their work. The state also has an Office of Diversity, Equity, and Inclusion which supports efforts to (1) Become an antiracist system by addressing racial bias, disproportionality, disparities, and inequities, (2) Address diversity and inclusion issues involving African Americans, people of color, women, gender and sexual orientation, and (3) Create a culture of belonging for all people within our organization that respects and embraces difference and treats everyone equitably.
4. Aspects of child welfare process that involve other staff roles/functions used to address disproportionality and/or equity	
a. Screening process	No
b. Investigation process	No
c. Case management/child welfare response	No
d. Other (specify)	Yes - This function is outside of regular casework duties
e. Unknown	No

Domain C: Child welfare system context

Table XV. Child welfare system context

	Response
1. State- or county-administered child welfare system	
a. State administered	Yes
b. County administered	No
c. Hybrid (partially administered by the state and partially administered by the counties)	No
d. Unknown	No
2. State operates under legal consent decree or other court-ordered monitoring	Yes - Charlie and Nadine H. et al. v Christopher Christie and Allison Blake

Supplemental Notes on State

Definitions

The definition of institutional neglect is "a child who is in an institution and (a) has been placed there inappropriately for a continued period of time with the knowledge that the placement has resulted or may continue to result in harm to the child's mental or physical well-being or (b) who has been willfully isolated from ordinary social contact under circumstances which indicate emotional or social deprivation."

Reporting

The Child Protection and Permanency Manual lists detailed information the after-hours screener should collect from the reporter and is used to code responses about information requested at time of report.

The only mandated reporters who must supply their names are educational staff, volunteers, or interns associated with the Department of Children and Families (DCF).

Investigations

The Institutional Abuse Investigation Unit is a separate unit within DCF for investigating institutional abuse.

State Statutes and Policy Documentation Sources

Abuse, Abandonment, Cruelty and Neglect of Child; What Constitutes, N.J. Stat. § 9:6 (2021).

Administration of Act in Accordance with Public Policy, N.J. Stat. § 30:4C (2019).

Child Protection Investigations, N.J. Admin Code § 3A:10 (2019).

Educational Public Information Program, Toll Free Hotline, N.J. Stat. § 30:4C-15.9 (2019).

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New Jersey Department of Children and Families. (n.d.). *Child protection and permanency employment*. Retrieved February 4, 2020, from <https://www.nj.gov/dcf/about/employment/dcpp/>.

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