

STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
DIVISION OF MENTAL HEALTH AND ADDICTION SERVICES

REQUEST FOR LETTERS OF INTEREST

**Community Psychiatry Residency Training Initiative
For New Residents Starting July 1, 2026**

January 13, 2026

Valerie L. Mielke, Deputy Commissioner of Health Services

Division of Mental Health and Addiction Services

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I. Purpose and Intent

The Department of Human Services (DHS), Division of Mental Health and Addiction Services (DMHAS) is issuing a Request for Letters of Interest (RLI) to all fully accredited psychiatry residency programs in New Jersey that are currently providing four years of training in adult psychiatry (the Program).

For the last several years, DHS/DMHAS has appropriated state funding to support additional residency positions in the accredited adult psychiatry residency programs and child and adolescent psychiatry fellowships in New Jersey. These initiatives are addressing the shortage of psychiatrists and child psychiatrists in the State of New Jersey. In addition to increasing the number of psychiatry residency and Fellowship positions, these initiatives are designed to provide residents and fellows with extensive experience in the community and public behavioral health system, including settings that serve individuals in the community who have serious mental illness (SMI), substance use disorders (SUD), co-occurring (mental illness and SUD disorder), or intellectual/developmental disabilities. The initiative encourages recruitment of qualified candidates for residency and fellowship training who are likely to practice psychiatry in New Jersey after graduation. The residency programs receive supplemental funding to support faculty to provide supervision and mentorship of the psychiatry residents and fellows. Currently, state funding supports sixty-four (64) adult psychiatry residents. In addition, state funding supports five (5) Child/Adolescent Psychiatry fellows.

This RLI is similar to the previously issued Community Psychiatry Residency RLIs except in the amount of available funding and number of slots funded, as well as the potential number of slots that could be awarded to an individual residency program. Additional information is also required to be attached to an applicant's Letter of Interest (LOI).

State Fiscal Year 2026 funding allows for fifteen (15) total new psychiatry residency positions. DMHAS is providing the opportunity for all currently accredited New Jersey psychiatry residency programs to apply for this funding for trainees who are starting in July 2026. Each of the State's twelve (12) psychiatry residency programs are eligible to apply for funding to support one four-year residency position. In addition, funding for another one or two residency positions will be awarded to programs that make this request and demonstrate that they meet additional requirements. With the opportunity to apply for additional positions, an individual residency program may apply for a total of up to three (3) positions.

A Psychiatry Residency Program's LOI must demonstrate its program has enough qualified candidates for the additional positions, as well as the faculty and internal capacity to support the larger residency program request. The added positions will be awarded based on a scoring of the residency program's responses to the criteria in the RLI.

The purpose of the Program is to:

- Address the shortage of psychiatrists in New Jersey by increasing in-state psychiatric training opportunities by up to fifteen (15) new adult psychiatry residency positions, including the addition of at least one (1) position in each of the twelve (12) adult psychiatry residency programs in the State of New Jersey.
- Ensure that new state-funded psychiatry residency training positions provide residents with

extensive experience in the public behavioral health system working with individuals in the community who have SMI, with or without a co-occurring behavioral health condition, such as SUD, intellectual disability or developmental disability.

- Encourage recruitment of qualified candidates for residency training who are likely to practice psychiatry in New Jersey after graduation.
- Support the psychiatry residency programs with supplemental funding to support faculty to provide supervision and mentorship of the psychiatry residents.

Psychiatry Residency Programs will:

1. By January 31, 2026, each psychiatry residency program shall obtain any needed approvals from partnering hospitals and affiliated programs that will support and maintain the new positions that place emphasis on community psychiatry.
2. By January 31, 2026, each psychiatry residency program shall obtain any needed certifications and approvals from residency accrediting bodies for the additional positions.
3. By January 31, 2026, each psychiatry residency program shall begin recruiting for the new residency positions and have the positions listed in the National Residency Matching Program for residents beginning their Post-Graduate Year (PGY) 1 terms in July 2026.
4. By January 31, 2026, each psychiatry residency program shall institute a Community Psychiatry Training component or track for new residents during PGYs 2-4 that meets the requirements of this RLI.
5. By March 15, 2026, each psychiatry residency program shall participate in recruiting for the new residency position(s) through the National Residency Matching Program for residents beginning their PGY 1 terms in July 2026. If a residency match cannot be achieved through the National Residency Matching Program, the awarded psychiatry residency program shall continue recruiting to fill the awarded position(s) with residents beginning their PGY 1 terms in July 2026.
6. Provide quarterly information on key requirements of the contract with DHS/DMHAS through an online application developed by the State.
7. Contact the DMHAS Medical Director via email if grant funded resident(s) cannot complete the four-year residency program (e.g., resident enters into a fellowship program). DMHAS will determine if the unspent funding, for the additional years, can be transferred to a new resident coming into the residency program. Unspent funding should not be used for a resident already in the residency program.

DMHAS will:

1. Provide the sum of \$400,000 to support one four-year position for each psychiatry residency program that applies and is selected for funding. Funding is subject to state appropriations for these twelve (12) awards.

2. For the remaining positions to be funded, DMHAS will consider the application request of psychiatric residency programs demonstrating the ability to support one or two additional four-year residency position(s) in their psychiatry residency program. For these remaining psychiatry residency programs that are awarded, DMHAS will provide the sum of \$400,000 per resident to the awarded psychiatry residency program to support the one or two additional four-year positions. Funding is subject to state appropriations for the remaining awards.
3. Provide the one-time funds of \$60,000 or more to each psychiatry residency program selected to support dedicated faculty needed to provide supervision and mentorship to the residents. Funding is subject to state appropriations for the twelve (12) awards. If the one-time funds are not fully awarded due to a program(s) not applying, the remaining amount will be divided among the psychiatric residency programs awarded.
4. Monitor residency program efforts to recruit and maintain qualified candidates, and to provide extensive training experiences for residents in non-hospital, community-based settings in the public sector.
5. Work with psychiatry residency programs to support efforts to implement a Community Psychiatry track and assist with retaining program graduates to work in community-based settings in New Jersey.

II. The RLI timeline

The following summarizes the **anticipated** RLI schedule

January 8, 2026:	Release of RLI
January 26, 2026:	Deadline for receipt of LOI no later than 4:00 pm ET
TBD	Announcement of selected residency programs
TBD	Appeal deadline - no later than 4:00 p.m. ET

Bidders are responsible for monitoring the DHS website¹ for updates to the RLI schedule

III. Background

The shortage of psychiatrists has been a national and state problem. One major cause is that the number of available residency positions to train psychiatrists has been relatively static, despite the availability of qualified candidates. New Jersey psychiatry residency programs report having significantly more qualified candidates than the number of residency positions available and that they are able to train more individuals if those positions are funded. To support their capacity for training psychiatrists, the New Jersey legislature allocated funding to support the New Jersey Psychiatric Residency Programs.

In State Fiscal Year 2026 budget, \$6 million is available to support up to fifteen (15) new psychiatry residency positions in the State of New Jersey. The legislative funding included an additional \$720,000 to support dedicated faculty needed to provide supervision and mentorship to the residents.²

¹ <https://www.nj.gov/humanservices/providers/grants/rfprfi/>

² <https://www.nj.gov/treasury/omb/publications/26budget/FY2026-Budget-Detail-Full.pdf>

DHS and DMHAS remain committed to supporting the New Jersey psychiatry residency programs so that the psychiatry workforce will meet demands for services. The greatest shortage of psychiatrists and the most urgent unmet needs will continue to exist in community-based clinics and agencies serving individuals with serious mental illness. Thus, because it is vital that residents appreciate the professional and community value of working in the public mental health system, the residency programs shall develop a dedicated community psychiatry track for residents in the funded positions.

DHS/DMHAS requires residency programs to enhance and expand the community psychiatry training experience of their residents, beginning with the State Fiscal Year 2022 funding. Community psychiatry tracks offer enhanced training to residents interested in working in the public sector. Many individuals graduating medical school are looking for opportunities to work with vulnerable populations, and they may, in fact, be attracted to programs offering rotations in community psychiatry programs. Although all psychiatric residences offer some community experience, few programs currently offer a community psychiatry track despite the need for psychiatrists in these settings (Reardon et al., *Community Mental Health Journal*, 2014).

The Community Psychiatry track must be made available for residents in funded positions in their PGYs 2-4. The track will include a didactic program, reading list, and relevant rotations in non- hospital, community-based behavioral health programs for individuals with serious and persistent mental illness, severe substance use disorders, intellectual/developmental disabilities with behavioral issues, and other underserved and vulnerable populations. The sites available for rotations can include outpatient mental health clinics, Programs of Assertive Community Treatment, substance use treatment programs, residential housing and treatment programs, and shelters. These rotations shall be open to all of the residents in the programs, not only to those in the state-funded positions.

IV. Funding Availability

Subject to state appropriations, funding for the New Jersey Psychiatric Residency Programs will be in the amount of \$400,000 (\$100,000 per position per year) for an awarded program to cover the costs of four years of training (PGY1- PGY4) for the new position(s). Selected programs will also receive a one-time payment of \$60,000 to support each program's supervision and mentorship activities for their residents.

V. Application and Proposal Requirements

A. LOI Applicant Responses (Narrative)

All New Jersey-based psychiatry residency programs are eligible to respond to this RLI. DMHAS will select psychiatry residency programs based on the Applicant responses (narrative) to the information outlined in this section (Section V(A), Application and Proposal Requirements, LOI Applicant Responses) of this RLI.

All New Jersey- based psychiatry residency programs responding to this RLI must submit a written LOI that addresses the questions outlined in this section, and adheres to all instructions. The LOI must be written in 12-point Times New Roman font and be no longer than three (3) pages, not including attachments. The letter must be double-spaced with one-inch margins and numbered.

In addition to answering the questions outlined in this section, a psychiatry residency program's LOI shall indicate that the residency program will fully meet accreditation requirements to add one new psychiatry resident position and that it will provide a community training track and support the residents through the four years of their training. DMHAS will consider the LOI of a psychiatry residency program requesting and demonstrating the ability to support one or two additional four-year residency position(s) in their psychiatric residency program.

Responsive LOIs will be scored according to the pre-established point values and standards that are outlined in this RLI. DMHAS shall have discretion to award additional psychiatry residency positions to the highest scoring LOI(s). The maximum points a LOI can receive is 100 points.

DMHAS reserves the right to reject any and all LOIs when circumstances indicate that it is in its best interest to do so. DMHAS' best interests in this context include, but are not limited to, loss of funding, inability of the bidder(s) to provide adequate services, an indication of misrepresentation of information and/or non-compliance with State and federal laws and regulations, existing DHS contracts, and procedures set forth in Policy Circular P1.04.

Your LOI must describe your program's components and capabilities in the following order:

1. Please state how many four-year psychiatry residents your program is requesting DMHAS to fund. Please state the amount of funding requested to support each four-year resident position. In addition, please state the amount of one-time funding requested to support the dedicated faculty needed to provide supervision and mentorship to the residents.
2. Explain whether your program has the number of qualified candidates and other capacity to make the expanded residency program successful. Include a description of your experience recruiting qualified applicants in the National Resident Matching Program in prior years. (Point Value: 30)
3. Describe how your residency program will make efforts to recruit qualified residency candidates who will be likely to remain in New Jersey and practice in the public sector behavioral health system after graduation. (Point Value: 20)
4. Describe how your program will complete all required activities to recruit qualified candidates for the positions within the required timeline and to add the new residency positions beginning in July 1, 2026. (Point Value: 20)
5. Describe how your program will provide a community psychiatry track and ensure that residents being supported by the funding receive significant clinical experience serving individuals with serious mental illness and a variety of patient populations in rotations in public sector, non-hospital, community-based behavioral health programs. (Point Value: 30)
6. Provide a budget for your residency program.

B. Attachments/Appendices

The enumerated items of Required Attachments #1 through #9 and Appendices #1 through #5 must be included with the applicant's LOI.

Please note that if Required Attachments #1 through #6 are not submitted and complete, the LOI will not be considered. Furthermore, the failure to provide documents necessary to assess fiscal viability (as identified in Attachments #7 and #8) may result in the disqualification of the applicant's LOI.

The collective of Required Attachments #1 through #6 and Appendices #1 through #5 is limited to a total of 50 pages. Audits and interim financial statements (Required Attachments #7 and #8) do not count towards the appendices' 50-page limit. Attachments/Appendix information exceeding 50 pages will not be reviewed.

Required Attachments

1. Department of Human Services Statement of Assurances (RLI Attachment C)
2. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions (RLI Attachment D)
3. [Disclosure of Investment in Iran](#)³
4. [Certificate of Non-Involvement in Prohibited Activities in Russia and Belarus](#)⁴
5. Statement of [Bidder/Vendor Ownership Disclosure](#)⁵
6. [Disclosure of Investigations and Other Actions Involving Bidder](#)⁶
7. Pursuant to Policy Circular P 1.11, a description of all pending and in-process audits identifying the requestor, the firm's name and telephone number, and the type and scope of the audit.
8. All interim financial statements prepared since the end of the bidder's most recent fiscal year. If interim financial statements have not already been prepared, provide interim financial statements (balance sheet, income statement and cash flows) for the current fiscal year through the most recent quarter ended prior to submission of the bid
9. Department of Human Services Commitment to Defend and Indemnify Form (RLI Attachment G)

Appendices

1. Bidder mission statement
2. Resumes of proposed personnel if on staff, limited to two (2) pages each
3. List of the board of directors, officers and terms
4. Provide an ownership chart that shows the financial and voting interests, among other attributes. The company ownership chart must identify the types of legal entities and FEIN, limited to four (4) pages
5. Cultural Competency Plan

VI. Submission Requirements

A. Format and Submission Requirements

DMHAS assumes no responsibility and bears no liability for costs incurred by the Applicant in the preparation and submittal of a LOI in response to this RLI. The narrative portion of the LOI should be no more than three (3) pages, be single spaced with one (1") inch margins, normal character spacing that is not condensed, and not be in smaller than twelve (12) point Arial, Courier New or Times New Roman font. For example, if the Applicant's narrative starts on page 2 and ends on page

³ www.nj.gov/treasury/purchase/forms.shtml

⁴ <https://www.nj.gov/treasury/administration/pdf/DisclosureofProhibitedActivitesinRussiaBelarus.pdf>

⁵ www.nj.gov/treasury/purchase/forms.shtml

⁶ www.nj.gov/treasury/purchase/forms.shtml

5 it is 4 pages long, not 3 pages. DMHAS will not consider any information submitted beyond the page limit for RLI evaluation purposes.

LOI must be submitted no later than 4:00 p.m. ET on January 26, 2026. The Applicant must submit its LOI (including LOI narrative, and attachments and appendices) electronically to:

MH.upload@dhs.nj.gov

LOIs should be submitted in the following file:

- PDF file of entire LOI consisting of narrative, attachments and appendices. Label file with the following title: Name of Psych Residency Program LOI / Community Psych Residency Training Initiative for New Residents Starting July 1, 2026

B. LOI Cover Sheet (Attachment A)

DMHAS will notify the selected applicant(s) by TBD by way of contacting the person named as the point of contact on the LOI Cover Sheet (Attachment A).

C. Confidentiality/Commitment to Defend and Indemnify

Pursuant to the New Jersey Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 et seq., or the common law right to know, proposals can be released to the public in accordance with N.J.A.C. 17:12-1.2(b) and (c).

Bidder should submit a completed and signed Commitment to Defend and Indemnify Form (Attachment G) with the proposal. In the event that Bidder does not submit the Commitment to Defend and Indemnify Form with the proposal, DHS reserves the right to request that the Bidder submit the form after proposal submission.

After the opening of the proposals, all information submitted by a Bidder in response to a Bid Solicitation is considered public information notwithstanding any disclaimers to the contrary submitted by a Bidder. Proprietary, financial, security and confidential information may be exempt from public disclosure by OPRA and/or the common law when the Bidder has a good faith, legal/factual basis for such assertion.

As part of its proposal, a Bidder may request that portions of the proposal be exempt from public disclosure under OPRA and/or the common law. Bidder must provide a detailed statement clearly identifying those sections of the proposal that it claims are exempt from production, and the legal and factual basis that supports said exemption(s) as a matter of law. DHS will not honor any attempts by a Bidder to designate its price sheet, price list/catalog, and/or the entire proposal as proprietary and/or confidential, and/or to claim copyright protection for its entire proposal. If DHS does not agree with a Bidder's designation of proprietary and/or confidential information, DHS will use commercially reasonable efforts to advise the Bidder. Copyright law does not prohibit access to a record which is otherwise available under OPRA.

DHS reserves the right to make the determination as to what to disclose in response to an OPRA request. Any information that DHS determines to be exempt from disclosure under OPRA will be redacted.

In the event of any challenge to the Bidder's assertion of confidentiality that is contrary to the DHS' determination of confidentiality, the Bidder shall be solely responsible for defending its designation, but in doing so, all costs and expenses associated therewith shall be the responsibility of the Bidder. DHS assumes no such responsibility or liability.

In order not to delay consideration of the proposal or DHS' response to a request for documents, DHS requires that Bidder respond to any request regarding confidentiality markings within the timeframe designated in DHS' correspondence regarding confidentiality. If no response is received by the designated date and time, DHS will be permitted to release a copy of the proposal with DHS making the determination regarding what may be proprietary or confidential.

VII. Review of LOIs

There will be a review process for responsive LOIs. DMHAS will convene a review committee of public employees to conduct a review of each responsive LOI.

The Applicant must obtain a minimum score of 70 points out of 100 points on the LOI narrative section in order to be considered eligible for funding. In the event that no LOI obtains the required minimum scores, DMHAS shall have discretion to award the contract to the highest scoring LOIs.

In addition, if an Applicant is determined, in DMHAS' sole discretion, to be insolvent or to present insolvency within the twelve (12) months after bid submission, DMHAS will deem the LOI ineligible for contract award.

Contract award recommendations will be based on such factors as the LOI scope, quality and appropriateness, Applicant history and experience. The review committee will look for evidence of cultural competence in each section of the narrative. The review committee may choose to visit all Applicant finalists to review existing program(s) and/or invite all Applicant finalists for interview. The Applicant is advised that the contract award may be conditional upon final contract and budget negotiation.

DMHAS reserves the right to reject any and all LOIs when circumstances indicate that it is in its best interest to do so. DMHAS' best interests in this context include, but are not limited to, loss of funding, inability of the Applicant(s) to provide adequate services, an indication of misrepresentation of information and/or non-compliance with State and federal laws and regulations, existing DHS contracts, and procedures set forth in Policy Circular P1.04.

DMHAS will notify all Applicants of contract awards, contingent upon the satisfactory final negotiation of a contract.

VIII. Appeal of Award Decisions

All appeals must be made in writing by 4:00 p.m. ET on Date to Be Determined, by emailing it to MH.upload@dhs.nj.gov (subject line must include "Appeal – Community Psych Residency Training Initiative for New Residents Starting July 1, 2026") and/or mailing or faxing it to:

Department of Human Services
Division of Mental Health and Addiction Services

Office of the Assistant Commissioner
PO Box 362
Trenton, NJ 08625-0362
Fax: 609-341-2302

The written appeal must clearly set forth the basis for the appeal. Any appeals sent to an email/address/fax number not mentioned above, will not be considered.

Please note that all costs incurred in connection with appeals of DMHAS decisions are considered unallowable cost for the purpose of DMHAS contract funding. DMHAS will review all appeals and render a final decision. Contract award(s) will not be considered final until all timely filed appeals have been reviewed and final decisions rendered.

Attachment A – LOI Cover Sheet

Date Received

STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
Division of Mental Health and Addiction Services

Name of RLI:

Community Psychiatry Residency Training Initiative for new residents starting July 1, 2026

Incorporated Name of Bidder: _____

Type: Public _____ Profit _____ Non-Profit _____

Number of Residents Positions requested for funding

Four Year Funding Requested to Support each Resident Training

One Time Funding Requested to support dedicated faculty needed
to provide supervision and mentorship to the residents

Address of Participating Agency:

Program Administrator Name and Title :

Email Address: _____

Agency Contact Person Name and Title:

Email Address: _____

Authorization: Program Administrator (printed name):

Signature: _____

Attachment B – Addendum to RLI for Social Service and Training Contracts

STATE OF NEW JERSEY DEPARTMENT OF HUMAN SERVICES

ADDENDUM TO REQUEST FOR PROPOSAL FOR SOCIAL SERVICE AND TRAINING CONTRACTS

Executive Order No. 189 establishes the expected standard of responsibility for all parties that enter into a contract with the State of New Jersey. All such parties must meet a standard of responsibility that assures the State and its citizens that such parties will compete and perform honestly in their dealings with the State and avoid conflicts of interest.

As used in this document, "provider agency" or "provider" means any person, firm, corporation, or other entity or representative or employee thereof that offers or proposes to provide goods or services to or performs any contract for the Department of Human Services.

In compliance with Paragraph 3 of Executive Order No. 189, no provider agency shall pay, offer to pay, or agree to pay, either directly or indirectly, any fee, commission, compensation, gift, gratuity, or other thing of value of any kind to any State officer or employee or special State officer or employee, as defined by N.J.S.A. 52:13D-13b and e, in the Department of the Treasury or any other agency with which such provider agency transacts or offers or proposes to transact business, or to any member of the immediate family, as defined by N.J.S.A. 52:13D-13i, of any such officer or employee, or any partnership, firm, or corporation with which they are employed or associated, or in which such officer or employee has an interest within the meaning of N.J.S.A. 52:13D-13g.

The solicitation of any fee, commission, compensation, gift, gratuity or other thing of value by any State officer or employee or special State officer or employee from any provider agency shall be reported in writing forthwith by the provider agency to the Attorney General and the Executive Commission on Ethical Standards.

No provider agency may, directly or indirectly, undertake any private business, commercial or entrepreneurial relationship with, whether or not pursuant to employment, contract or other agreement, express or implied, or sell any interest in such provider agency to, any State officer or employee or special State officer or employee having any duties or responsibilities in connection with the purchase, acquisition or sale of any property or services by or to any State agency or any instrumentality thereof, or with any person, firm or entity with which he is employed or associated or in which he has an interest within the meaning of N.J.S.A. 52:13D-13g. Any relationships subject to this provision shall be reported in writing forthwith to the Executive Commission on Ethical Standards, which may grant a waiver of this restriction upon application of the State officer or employee or special State officer or employee upon a finding that the present or proposed relationship does not present the potential, actuality or appearance of a conflict of interest.

No provider agency shall influence, or attempt to influence or cause to be influenced, any State officer or employee or special State officer or employee in his official capacity in any manner which might tend to impair the objectivity or independence of judgment of said officer or employee.

No provider agency shall cause or influence, or attempt to cause or influence, any State officer or employee or special State officer or employee to use, or attempt to use, his official position to secure unwarranted privileges or advantages for the provider agency or any other person.

The provisions cited above shall not be construed to prohibit a State officer or employee or special State officer or employee from receiving gifts from or contracting with provider agencies under the same terms and conditions as are offered or made available to members of the general public subject to any guidelines the Executive Commission on Ethical Standards may promulgate.

Attachment C – Statement of Assurances

Department of Human Services Statement of Assurances

As the duly authorized Chief Executive Officer/Administrator, I am aware that submission to the Department of Human Services of the accompanying application constitutes the creation of a public document that may be made available upon request at the completion of the RLI process. This may include the application, budget, and list of applicants (bidder's list). In addition, I certify that the applicant:

- Has legal authority to apply for the funds made available under the requirements of the RLI, and has the institutional, managerial and financial capacity (including funds sufficient to pay the non-Federal/State share of project costs, as appropriate) to ensure proper planning, management and completion of the project described in this application.
- Will give the New Jersey Department of Human Services, or its authorized representatives, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with Generally Accepted Accounting Principles (GAAP). Will give proper notice to the independent auditor that DHS will rely upon the fiscal year end audit report to demonstrate compliance with the terms of the contract.
- Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain. This means that the applicant did not have any involvement in the preparation of the RLI, including development of specifications, requirements, statement of works, or the evaluation of the RLI applications/bids.
- Will comply with all federal and State statutes and regulations relating to non-discrimination. These include but are not limited to: 1) Title VI of the Civil Rights Act of 1964 (P.L. 88-352;34 C.F.R. Part 100) which prohibits discrimination based on race, color or national origin; 2) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794; 34 C.F.R. Part 104), which prohibits discrimination based on handicaps and the Americans with Disabilities Act (ADA), 42 U.S.C. 12101 et seq.; 3) Age Discrimination Act of 1975, as amended (42 U.S.C. 6101 et. seq.; 45 C.F.R. part 90), which prohibits discrimination on the basis of age; 4) P.L. 2975, Chapter 127, of the State of New Jersey (N.J.S.A. 10:5-31 et. seq.) and associated executive orders pertaining to affirmative action and non-discrimination on public contracts; 5) federal Equal Employment Opportunities Act; and 6) Affirmative Action Requirements of PL 1975 c. 127 (N.J.A.C. 17:27).
- Will comply with all applicable federal and State laws and regulations.
- Will comply with the Davis-Bacon Act, 40 U.S.C. 276a-276a-5 (29 C.F.R. 5.5) and the New Jersey Prevailing Wage Act, N.J.S.A. 34:11-56.27 et seq. and all regulations pertaining thereto.
- Is in compliance, for all contracts in excess of \$100,000, with the Byrd Anti-Lobbying amendment, incorporated at Title 31 U.S.C. 1352. This certification extends to all lower tier subcontracts as well.

- Has included a statement of explanation regarding any and all involvement in any litigation, criminal or civil.
- Has signed the certification in compliance with federal Executive Orders 12549 and 12689 and State Executive Order 34 and is not presently debarred, proposed for debarment, declared ineligible, or voluntarily excluded. The applicant will have signed certifications on file for all subcontracted funds.
- Understands that this provider agency is an independent, private employer with all the rights and obligations of such, and is not a political subdivision of the Department of Human Services.
- Understands that unresolved monies owed the Department and/or the State of New Jersey may preclude the receipt of this award.

Applicant Organization

Signature: CEO or equivalent

Date

Typed Name and Title

6/97

Attachment D - Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions

READ THE ATTACHED INSTRUCTIONS BEFORE SIGNING THIS CERTIFICATION. THE INSTRUCTIONS ARE AN INTEGRAL PART OF THE CERTIFICATION.

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by a federal department or agency.
2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Name and Title of Authorized Representative

Signature

Date

This certification is required by the regulations implementing Executive order 12549, Debarment and Suspension, 29 C.F.R. Part 98, Section 98.510.

**Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion
Lower Tier Covered Transactions**

Instructions for Certification

1. By signing and submitting this proposal, the prospective lower tier participant is providing the certification set out below.
2. The certification in this clause is a material representation of facts upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant shall provide immediate written notice to the person to whom this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or had become erroneous by reason of changed circumstances.
4. The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded, as used in this clause, have the meaning set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.
5. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 C.F.R. part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
6. The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under 48 C.F.R. part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from covered transactions, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Federal Procurement and Non-Procurement Programs.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 C.F.R. part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Attachment E

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Attachment F - Mandatory Equal Employment Opportunity Language

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)

N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affection-al or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, up-grading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, col-or, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by

the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA-302 (electronically provided by the Division through the Division's website at:

https://www.nj.gov/treasury/contract_compliance/

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq.

Attachment G – Commitment to Defend and Indemnify Form

**Department of Human Services
Commitment to Defend and Indemnify Form**

I, _____, on behalf of _____ ("Company") agree that the Company will defend, and cooperate in the defense of, any action against the State of New Jersey ("State") or the New Jersey Department of Human Services ("DHS") arising from, or related to, the non-disclosure, due to the Company's request, of documents submitted to the State of New Jersey and DHS, and relating to the Request for Letters of Interest for the Community Psychiatry Residency Training Initiative for New Residents Starting July 1, 2026 ("RLI"), which may become the subject of a request for government records under the New Jersey Open Public Records Act, N.J.S.A. 47:1A-1 et seq. ("OPRA"). The Company agrees to indemnify and hold harmless the State and DHS against any judgments, costs, or attorney's fees assessed against the State of New Jersey or DHS in connection with any action arising from, or related to, the non-disclosure, due to the Company's request, of documents submitted to the State and DHS, and relating to the RLI, which may become the subject of a request for government records under OPRA.

The Company makes the foregoing agreement with the understanding that the State and DHS may immediately disclose any documents withheld without further notice if the Company ceases to cooperate in the defense of any action against the State arising from or related to the above-described non-disclosure due to the Company's request.

I further certify that I am legally authorized to make this commitment and thus commit the Company to said defense.

(Signature)

(Print Name)

Title

Entity Represented

Date