A balance must be achieved between the employer’s recognized, legitimate need to maintain an orderly workplace and to protect confidential business and client information, and the equally compelling need of employees to be properly safeguarded against retaliatory actions.

– Judge Ronald Lee Gilman, U.S. Court of Appeals, Sixth Circuit

INSTRUCTOR AND COURSE INFORMATION

Mr. Timothy (Tim) McFarlin  
Phone: 314.409.4498  
Email: tmcfarlin@email.wustl.edu  
Spring 2015, starting Jan. 14  
Wed. 6:30 – 9:00 p.m.  
Class location: Eads 116  
Office hours: by appointment

COURSE DESCRIPTION

This course studies the legal aspects of human resources management. We will examine the relationship between the law and the workplace and seek to reach a better understanding of the legislative and judicial rules that impact the workforce and those who manage it. We will use this understanding to explore how best to navigate and apply the law to maximize efficiency and protect the rights of both employers and employees.

REQUIRED TEXT

Employment Law for Business  
Dawn D. Bennett-Alexander & Laura P. Hartman  
McGraw Hill, 8th ed.

Any additional readings will be provided or made available on the internet.

COURSE REQUIREMENTS

1. Attend class and participate in discussions (both in class and on Blackboard). Attendance will be a significant consideration in grading and will be taken at the beginning of each class session. The student is responsible for all material covered in classes she or he may miss. Make-up material is given solely at the discretion of the instructor and may be subject to downward grade revisions.
2. Complete the reading assignment each week.

3. Post on the Blackboard discussion forum at least once before each class session regarding the current reading assignment or an issue we covered in the previous class session.

4. By 11:59 p.m. of the day prior to each class session complete and submit online a written assignment consisting of:
   a. a 1-page (double-spaced) reflection on an issue raised at the previous class session;
   b. The answers to all of the “Case Questions” posed at the end of one of the cases (your choice as to which case) located at the end of the textbook chapter(s) assigned to be read that week.

5. Take any (and all) quizzes/tests given during the semester.

6. Make an oral presentation to the class near the end of the semester.

7. Take the final exam.

All written assignments should be typed in Times New Roman font, 12 pt., double-spaced.

Every assignment should be completed on time; you may have an explanation for being late, but assignments should still be finished and turned in when they are due.

I will provide further details in class regarding the above assignments.

GRADING

I will grade you based on your:

1. Class attendance, participation (both in class and on Blackboard discussions), and timely completion of work, and

2. Performance on written assignments, any and all quizzes/tests given during the semester, final oral presentation, and final exam.

Grading scale:

- 97-100 = A+
- 93 - 96 = A
- 90 - 92 = A-
- 87 - 89 = B+
- 83 - 86 = B
- 80 - 82 = B-
- 77 - 79 = C+
- 73 - 76 = C
- 70 - 72 = C-
- 69 - 60 = D
- Less than 60 = F
ACADEMIC INTEGRITY

Students are expected to abide by the policies set forth by Washington University. Contact me if you have any questions or concerns about academic integrity. Of specific note from the University policies:

Effective learning, teaching and research all depend upon the ability of members of the academic community to trust one another and to trust the integrity of work that is submitted for academic credit or conducted in the wider arena of scholarly research. Such an atmosphere of mutual trust fosters the free exchange of ideas and enables all members of the community to achieve their highest potential.

In all academic work, the ideas and contributions of others must be appropriately acknowledged, and work that is presented as original must be, in fact, original. Faculty, students, and administrative staff all share the responsibility of ensuring the honesty and fairness of the intellectual environment at Washington University.

For the full policies, see http://wustl.edu/policies/undergraduate-academic-integrity.html.

SCHEDULE

(Note that this schedule is subject to change. It is the student’s responsibility to keep abreast of changes by attending class.)

1/14  Introductions, Expectations of Students, Course Overview
      Reading Assignment for next class:
      Read Chapter 2, pp. 42-48 (How to Read Cases)
      Then read Chapter 1, The Regulation of Employment and the rest of
      Chapter 2, The Employment Law Toolkit

1/21  Regulation of Employment and the Employment Law Toolkit
      Reading Assignment for next class:
      Chapter 3, Title VII of the Civil Rights Act of 1964
      Chapter 6, Race and Color Discrimination

1/28  Title VII of the Civil Rights Act of 1964 and Race and Color Discrimination
      Reading Assignment for next class:
      Chapter 7, National Origin Discrimination
      Chapter 8, Gender Discrimination

2/4   National Origin and Gender Discrimination
      Reading Assignment for next class:
      Chapter 10, Sexual Orientation and Gender Identity Discrimination
      Chapter 11, Religious Discrimination

2/11  NO CLASS MEETING – Possible alternative meeting to be determined
2/18 Sexual Orientation, Gender Identity, and Religious Discrimination
   Reading Assignment for next class:
   Chapter 12, Age Discrimination
   Chapter 13, Disability Discrimination

2/25 Age and Disability Discrimination
   Reading Assignment for next class:
   Chapter 5, Affirmative Action

3/4 Affirmative Action
   Reading Assignment for next class:
   Chapter 9, Sexual Harassment

3/11 NO CLASS—Spring Break

3/18 Sexual Harassment
   Reading Assignment for next class:
   Chapter 4, Legal Construction of the Employment Environment
   Chapter 14, Employee’s Right to Privacy

3/25 Legal Construction of the Employment Environment and an Employee’s
   Right to Privacy
   Reading Assignment for next class:
   Chapter 15, Labor Law

4/1 Labor Law
   Reading Assignment for next class:
   Chapter 16, Selected Employment Benefits and Protections

4/8 Selected Employment Benefits and Protections and
   STUDENT PRESENTATIONS begin

4/15 STUDENT PRESENTATIONS continue

4/22 Wrap-up of the Course / Review for Final Exam

4/29 FINAL EXAM

COPYRIGHTED MATERIALS

Copyright is a law of the United States (title 17, U.S. Code) that protects “original works
of authorship” that are “fixed in a tangible form of expression” whether they are
published or unpublished. This includes literary (books, articles, computer programs,
etc.), musical, dramatic, choreographic, architectural, audiovisual and graphic works,
among others. Digital content (e-books, online articles, content found on the Internet,
electronic databases, etc.) has the same protection as analog content.
Washington University’s copyright policy for students is found at http://sts.wustl.edu/policies/copyright-infringement/.

Please consult this source or a University librarian if you have any questions about the proper use of copyrighted material.

SPECIAL NEEDS AND DISABILITIES

If you require accommodations for taking exams or for lectures, please contact Cornerstone: the Center for Advanced Learning, located in Gregg Hall, 935-5970, http://cornerstone.wustl.edu/DisabilityResources.aspx. I will provide any accommodations for which you qualify as long as I receive the appropriate documentations from Cornerstone. Cornerstone serves as the official University resource for approving and arranging students’ accommodations. All information is treated as confidential.

ACADEMIC CALENDARS

The academic calendar is available at http://ucollege.wustl.edu/calendar/upcoming. Deadlines for adding or dropping courses, withdrawals, and preregistration are accessible via this website. It is the student’s responsibility to comply with all deadlines.

THIS SYLLABUS IS SUBJECT TO CHANGE AT THE DISCRETION OF THE INSTRUCTOR TO ACCOMMODATE INSTRUCTIONAL AND/OR STUDENT NEEDS. A NEW OR AMENDED SYLLABUS WILL NOT NECESSARILY BE ISSUED WHEN SUCH CHANGES OCCUR. IT IS THE STUDENT’S RESPONSIBILITY TO KEEP ABREAST OF SUCH CHANGES BY CLASS ATTENDANCE.