



Course	HRMG 5700 Employment Law								
Term	Spring 1, Wednesday, Lackland AFB, San Antonio, Texas								
Instructor	Name: Celinda Baez Guerra Phone: 210-828-5641 Email: baezce@Webster.edu ; or CGuerra@flumelaw.net								
Catalog Description	This course provides an overview of legal issues affecting human resources management. It focuses on the impact of law on individuals in organizations, recognition of legal problems, and the legal impact of human resources decisions. The course content includes laws, regulations, and court decisions covering labor-management relations								
Prerequisites	NONE								
Course Level Learning Outcomes	Upon successful completion of this course, the student will be able to: <ol style="list-style-type: none">1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws and legal theories relating to employment law.2. Apply appropriate terminology, facts, concepts, principles, laws and legal theories when analyzing basic employment law problems.3. Suggest appropriate solutions to basic employment law problems using the terminology, facts, concepts, principles, laws and legal theories taught in the course.4. Evaluate the quality of their solutions against appropriate criteria.5. Discuss the role of employment law in helping make decisions about human resources management problems.								
Materials	Title: Employment Law for Business, 5th edition Author(s): Bennett-Alexander & Hartmen Publisher: McGraw-Hill ISBN: 0073028959								
Grading	<table><thead><tr><th>Course Requirements:</th><th>% of Grade</th></tr></thead><tbody><tr><td>1. Examinations (Midterm and Final)</td><td>75%</td></tr><tr><td>2. Class Participation</td><td>5%</td></tr><tr><td>3. Class presentations (Instructor will assign Cases to the students from the textbook to research, brief, and present to the class.</td><td>20%</td></tr></tbody></table>	Course Requirements:	% of Grade	1. Examinations (Midterm and Final)	75%	2. Class Participation	5%	3. Class presentations (Instructor will assign Cases to the students from the textbook to research, brief, and present to the class.	20%
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	<p>4. (Case summaries will be one page in length and must contain a summary of the Facts, Issue, Statement of Law, Reasoning, and Conclusion). A sample format will be provided to you on the first day of class. Students must be prepared with assigned reading on the first day of class.</p> <p>5. Grading Scale:</p> <ul style="list-style-type: none"> • A – 95-100 • A- - 90-94 • B + -87-89 • B - 84-86 • C + -77-79 • C - 74-76 • C- - 70-73 • D – 60-69 • F – BELOW A 60 • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course
Activities	(See attached Weekly Schedule and see course grading and description.)
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university’s published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services</p> <p>If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p>

	<p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained Student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>	
<p>Course Policies</p>	<p>This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. Any changes will be announced during class.</p> <p>Academic Dishonesty: Webster University strives to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, fabrication, plagiarism, and facilitation of academic dishonesty. Academic dishonesty is unacceptable and may result in disciplinary action, as outlined in the Graduate Studies catalog.</p>	
<p>Weekly Schedule</p>	<p>Week 1</p>	<p>Topics:</p> <ul style="list-style-type: none"> • Review of Course Requirements • Chapter 1- <u>The Regulation of Employment</u> • Chapter 2- <u>Title VII of the Civil Rights Act of 1964</u> <p>Assignment for Week 2</p> <ul style="list-style-type: none"> • Chapters 3, 4 & 5
	<p>Week 2</p>	<p>Topics:</p>

	<ul style="list-style-type: none"> • Chapter 3- <u>The Legal Construction of the Employment Environment</u> • Chapter 4- <u>Affirmative Action</u> • Chapter 5- <u>Race Discrimination</u> <p>Assignment for Week 3:</p> <ul style="list-style-type: none"> • Chapters 6 & 7
Week 3	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 6- <u>Gender Discrimination</u> • Chapter 7- <u>Sexual Harassment</u> <p>Assignment for Week 4:</p> <ul style="list-style-type: none"> • Chapter 8 • MID TERM •
Week 4	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 8- <u>Affinity Orientation Discrimination</u> • MID TERM <p>Assignment for Week 5:</p> <ul style="list-style-type: none"> • Chapters 9, 10 & 11
Week 5	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 9- <u>Religious Discrimination</u> • Chapter 10- <u>National Origin Discrimination</u> • Chapter 11- <u>Age Discrimination</u> <p>Assignment for Week 6:</p> <ul style="list-style-type: none"> • Chapters 12 & 13
Week 6	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 12- <u>Disability Discrimination</u> • Chapter 13- <u>Employment Right to Privacy and Management of Personal Information</u> <p>Assignment for Week 7:</p> <ul style="list-style-type: none"> • Chapter 14
Week 7	<p>Topics:</p> <ul style="list-style-type: none"> • Chapter 14- <u>Labor Law</u>

		Assignment for Week 8: <ul style="list-style-type: none"> • Chapters 15, 16 & 17
	Week 8	Topics: <ul style="list-style-type: none"> • Chapter 15- <u>Occupational Safety and Health</u> • Chapter 16- <u>Employee Retirement Income Security Act</u> • Chapter 17- <u>Fair Labor Standards Act</u> Assignment for Week 9: <ul style="list-style-type: none"> • Final Exam
	Week 9	FINAL EXAM
Additional Information		