

University of North Texas at Dallas
Spring 2017
SYLLABUS

MGMT 4890-001 Legal Aspects of Employment Practices 3 HRS	
Department of	Management
School of	Business
Instructor Name:	Sharon Fjordbak, JD
Office Location:	DAL1-221
Office Phone:	972-338-1813; Cell: 214-288-8669
Email Address:	sharon.fjordbak@untdallas.edu
Office Hours:	Mondays: 4:00 PM – 7:00 PM, Thursdays: 3:00 PM – 6:00 PM (or by appointment)
Course Format/Structure:	100% Face to Face only
Classroom Location:	DAL 2-241
Class Meeting Days & Times:	Tuesdays: 1:00 PM – 3:50 PM
Course Catalog Description:	The study of federal, state and local laws and regulations that affect the management of human resources in the business context, with particular emphasis on regulation of the employment relationship and environment. Topics include: discrimination laws (involving race/color/national origin; gender, encompassing sexual harassment and pregnancy discrimination; religion; age; disability and handicap); employer responsibilities in application of legal requirements; the litigation processes and court structure; and employees' other rights within the workplace.
Prerequisites:	PSCI 1040 and PSCI 1050, or equivalent
Co-requisites:	
Required Text:	
Recommended Text and References:	Employment Law for Human Resource Practice by David J. Walsh, Fourth Edition, Southwestern Cengage Learning, ISBN: 978-1-111-97219-6
Access to Learning Resources:	UNT Dallas Library: (Founders Hall) phone: (972) 780-1616 web: http://www.untdallas.edu/library e-mail: Library@untdallas.edu UNT Dallas Bookstore: (Building 1) phone: (972) 780-3652 web: http://www.untdallas.edu/bookstore e-mail: untdallas@bkstr.com
Course Goals or Overview:	This course should prepare students to: (1) analyze the principles of various employment laws applicable to the human resources functions in organizations as enacted by legislation and interpreted by the court system; (2) predict the direction of and emerging issues of employment law in the coming decade; (3) explain how an organization can make economic use of legal counsel for the organization; (4) analyze how various employment laws help reduce the organization's exposure to liability.
Learning Objectives/Outcomes:	At the end of this course, students will be able to:
1	Explain and apply legal concepts regarding race, religion, national origin, gender, color, age and disability, including concepts associated with the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA).
2	Demonstrate critical thinking by recognizing biases and prejudices; how they influence employment decisions and create discrimination claims on the basis of disparate treatment and disparate impact. They should identify and be familiar with questions to be asked and answered before an adverse employment action is taken against an employee.

3	Analyze the “employment-at-will” doctrine and its exceptions. They will analyze and recognize covenants-not-to-compete, confidentiality agreements, non-solicitation agreements, and arbitration agreements. Class discussions will make them aware of the purpose behind the enactment of employment laws and their application in a corporate or entrepreneurial setting.
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Course Outline

This schedule is **subject to change by the instructor**. Any changes to this schedule will be communicated in class or via class email or Blackboard announcement. Additional readings and activities may be added by direction from the instructor in class and documented on Blackboard. The instructor will post comprehensive power point outlines for each topic on Blackboard after each class discussion. These outlines may be used as preparation for the scheduled exams.

Timeline	Topics
January 17	The Regulation of Employment
January 24	Legal Construction of the Employment Environment
January 31	Title VII of the Civil Rights Act of 1964; Review for Exam One
February 7	Exam One
February 14	Affirmative Action; Race and Color Discrimination
February 21	Disability Discrimination; Labor Law
February 28	Sexual Harassment; Review for Exam Two
March 7	Exam Two
March 21	National Origin Discrimination; Gender Discrimination
March 28	Paper Due on “Hot Topic” of Employment Law; Class Presentations
April 4	Religious Discrimination; Age Discrimination
April 11	Employee’s Right to Privacy and Management of Personal Information
April 18	Affinity Orientation Discrimination
April 25	No Class
May 2	Review for Final Exam
May 9	Final Exam

Course Evaluation Methods

This course will utilize the following instruments to determine student grades and proficiency of the learning outcomes for the course.

Exams: - *written tests of multiple-choice, true-false, and essay questions, designed to measure knowledge of presented course material.*

Assignment: - *written assignment on “hot topic” of employment law is designed to supplement and reinforce the student’s knowledge of employment law principles applied to scenarios covered within or outside the course material.*

Field Trip: - *student’s attendance and observation during scheduled field trip is designed to measure ability to understand the enforcement of employment law statutes in real-life situations.*

Grading Matrix:

Instrument	Value (percentages)	Total
Assignment (75 pts.) & Field Trip (25 pts.)	25%	25%
Exam One (100 pts.)	25%	25%
Exam Two (100 pts.)	25%	25%
Final Exam (100 pts.)	25%	25%
TOTAL:		100%

Grade Determination

A = 400 – 360 pts; i.e.90% or better

B = 320 – 359 pts; i.e.80 – 89 %

C = 280 – 319 pts; i.e.70 – 79 %

D = 240 – 279 pts, i.e.60 – 69 %

F = 239 pts or below; i.e. less than 60%

University Policies and Procedures

Students with Disabilities (ADA Compliance): The University of North Texas at Dallas makes reasonable academic accommodation for students with disabilities. Students seeking accommodations must first register with the Disability Services Office (DSO) to verify their eligibility. If a disability is verified, the DSO will provide you with an accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You may request accommodations at any time, however, DSO notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet/communicate with each faculty member prior to implementation in each class. Students are strongly encouraged to deliver letters of accommodation during faculty office hours or by appointment. Faculty members have the authority to ask students to discuss such letters during their designated office hours to protect the privacy of the student. For additional information see the Disability Services Office website at <http://www.untDallas.edu/disability>. You may also contact them by phone at 972-338-1777; by email at UNTDdisability@untDallas.edu or at Founders Hall, room 204. (UNTD Policy 7.004)

CoursEval Policy: Student's evaluations of teaching effectiveness is a requirement for all organized classes at UNT Dallas. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from students, as I work to continually improve my teaching. I consider students' evaluations to be an important part of your participation in this class.

Assignment Policy: According to the instructor's discretion while working in concert with the division/program's guidelines).

Exam Policy: Exams should be taken as scheduled. No makeup examinations will be allowed except for documented emergencies (See Student Handbook). Each exam will contain multiple-choice, true-false and essay questions, and will cover preceding material from both reading assignments and class discussions. Exams will each be worth 100 points. You're encouraged to take class notes, however, open laptop computers or cellphones will not be used during class, without the instructor's permission, to prevent an environment of disruption or distraction. You will not be permitted to take any exams if you arrive in class more than 30 minutes after the scheduled starting time for the exam, or if any student has completed the exam and left the classroom.

Academic Integrity: Academic integrity is a hallmark of higher education. You are expected to abide by the University's code of Academic Integrity policy. Any person suspected of academic dishonesty (i.e., cheating or plagiarism) will be handled in accordance with the University's policies and procedures. Refer to the Student Code of Academic Integrity (Policy 7.002) at http://www.untDallas.edu/sites/default/files/page_level2/pdf/policy/7.002%20Code%20of%20Academic_Integrity.pdf Refer to the Student Code of Student Rights, Responsibilities and Conduct at http://www.untDallas.edu/sites/default/files/page_level2/hds0041/pdf/7_001_student_code_of_conduct_may_2014.pdf Academic dishonesty includes, but is not limited to, cheating, plagiarizing, fabrication of information or citations, facilitating acts of dishonesty by others, having unauthorized possession of examinations, submitting work of another person or work previously used without informing the instructor, or tampering with the academic work of other students. In addition, all academic work turned in for this class, including exams, papers and written

assignments must include the following statement: *"On my honor, I have not given, nor received, nor witnessed any unauthorized assistance that violates the UNTD Academic Integrity Policy."*

Bad Weather Policy: Campus facilities will close and operations will be suspended when adverse weather and/or safety hazards exist on the UNTD campus or if travel to the campus is deemed dangerous as the result of ice, sleet or snow. In the event of a campus closure, the Marketing and Communication Department will report closure information to all appropriate major media by 7 a.m. That department will also update the UNTD website, Facebook and Twitter with closing information as soon as it is possible. For more information please refer to <http://www.untDallas.edu/police/resources/notifications>

Attendance and Participation Policy: The University attendance policy is in effect for this course. Please refer to Policy 7.005 Student Attendance at <http://www.untDallas.edu/hr/upol>. Class attendance and participation are expected because the class is designed as a shared learning experience and because essential information not in the textbook will be discussed class. The dynamic and intensive nature of this course makes it impossible for students to make-up or to receive credit for missed classes. Attendance and participation in all class meetings are essential to the integration of course material and your ability to demonstrate proficiency. Students are responsible to notify the instructor if they are missing class and for what reason. Students are also responsible to make up any work covered in class. It's recommended that each student coordinate with a student colleague to obtain a copy of the class notes, if he or she is absent.

Diversity/Tolerance Policy: Students are encouraged to contribute their perspectives and insights to class discussions. However, offensive and inappropriate language (swearing) and remarks offensive to others of particular nationalities, ethnic groups, sexual preferences, religious groups, genders, or other ascribed statuses will not be tolerated. Disruptions which violate the Code of Student Conduct will be referred to the Dean of Students as the instructor deems appropriate. (UNTD Policy 7.001)