RUTGERS UNIVERSITY

School of Management and Labor Relations

37:575:315:94 EMPLOYMENT LAW (FALL 2019)

Instructor - Akhila Naik, akhila.naik@rutgers.edu

Course Overview

Welcome to Employment Law. In this course, we investigate a variety of topics related to important concepts involving Employment Law. Throughout the semester, you have the opportunity to study material on contemporary topics and perspectives related to:

- Understanding the Court System
- Constitutional Issues
- Title VII; EEOC
- Different discrimination and harassment issues
- Employment Related Torts
- Worker's Compensation

Course Learning Objectives

At completion of this course, students should be able to:

- Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work.
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance.

Course Structure

Week 1 (September 2-8): The Court System
Week 2 (September 9-15): Briefing Legal Cases, Employment Related Lawsuit
Week 3 (September 16-22): Remedies in Employment Cases, Employment at Will
Week 4 (September 23-29): Title VII, EEOC
Week 5 (September 30-October 6): Discrimination - Race, Color, National Origin
Week 6 (October 7-13): Discrimination - Disability, Religious, Sex
Week 7 (October 14-20): Quiz #1
Week 8 (October 21-27): Constitutional Issues, Drug Testing
Week 9 (October 28 - November 3): Whistleblower Protection, Torts
Week 10 (November 4-10): Privacy Issue, Work Place Bullying
Week 11 (November 11-17): Family and Medical Leave Act (FMLA)
Week 12 (November 18-24): Non-Compete & Confidentiality Agreements
Week 13 (November 25 - December 1): Workers Compensation
Week 14 (December 2-8): Project Outline
Week 15 (December 9-15): Quiz #2 and Review
Week 16: (December 16-22): Course Wrap Up & Final Presentation.

A **detailed syllabus** is available on Canvas and includes the following:

- Course Learning Objectives
- Method of Instruction
- Required Course Materials
- Course Structure (Topics and Schedule)
- Discussion Forums
- Assignments
- Exams and ProctorTrack
- Grading Components
- Late Assignments
- Contacting your Instructor and Virtual Office Hour
- Student Responsibilities
- Student Code of Conduct
- Academic Integrity
- Copyright Information Resources
- Student Learning Support Services
- Computer/Software/Apps/Accessories Requirement
- Special Needs Accommodations
- Student Affairs - Office of the Dean of Students
- Student Health & Wellness Services (Links to an external site.)
- Technical Support

Method of Instruction

This course is delivered entirely online through the Learning Management System, Canvas. There will be no Face-to-Face classroom sessions. The course is delivered in asynchronous mode. This means the learning activities and communication takes place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times, if you are working in groups on an assignment, you would need to set up a live session via the Canvas Conferences feature. There may also be times when the instructor conducts a live chat session or a virtual office hour to address questions. In that case, you will be notified in advance so you can schedule the time.

Note:

- This is not a self-paced course. You are expected to adhere to all due date of assignments, forums, exams and/or other activities with due dates.
- Modules will open up every two weeks. This means each week you will have access to the current week and the following week's course materials, learning activities. Completed weeks' content will be accessible throughout the semester. Components of the Syllabus and course topic schedules may change slightly as the semester develops. The instructor will send out Announcements as needed and update the class via Canvas throughout the semester.