

EMPLOYMENT DISCRIMINATION LAW
(Spring 2024)

James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:316 (3 Credits)
Mondays, 10:20 AM – 1:20 PM
Location: Lucy Stone Hall, Room A121 (Livingston Campus)
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Office Hours: Before & after class or by appointment

Course Description: This course will survey the various laws that protect workers from discrimination based on protected categories including race, color, sex, religion, national origin, age, and disability. The course will also introduce students to the court system and to forums and procedures for litigating employment discrimination claims.

Learning Objectives: At the end of the class, students will be able to:

Labor Studies & Employment Relations Department:

-Apply employment relations legal concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2)

School of Management & Labor Relations:

-Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Additional Course Objective(s) from the Instructor:

- Demonstrate basic knowledge of employment discrimination laws and policies.
- Demonstrate ability to comprehend court decisions on employment discrimination law issues.
- Apply employment discrimination law concepts to a given fact pattern.

Grading Criteria:*

- (1) Mid-term Exam (50%)
 - (2) Final Exam (50%)
- (*Credit is also earned for attendance and in-class contributions)

Attendance: Students are expected to attend class on a timely and regular basis. Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of three (3) classes may result in a failing grade. Students arriving late to class, or departing class early, must sign-in/out with a TA and will receive pro-rated attendance credit.

Course Materials: Course reading materials are found on the Canvas course website. I reserve the right to supplement, substitute, and/or modify the listed reading selections.

Academic Records Retention: Exams, papers, and any other items submitted by students for grading are retained for two (2) years before shredding and disposal. Any student wishing to review any such item must make a request prior to that time.

Academic Integrity: The conduct of all students is governed by the Rutgers University Academic Integrity Policy. See Canvas course website for more details.

Laptops/Cell Phones: Students are permitted to bring and use laptop computers in class, for taking notes and viewing class readings. However, please do not engage in laptop-related activities that may distract other students. Students should refrain from texting while in class. Points may be deducted from the grades of students who consistently violate the foregoing policy.

Recording: Students are not permitted to videotape or otherwise record any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

Students With Disabilities: Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation. See Canvas course website for more details.

CLASS SCHEDULE:

JAN. 22: Course Overview

NO READINGS

JAN. 29: -Federal & State Court Systems
-Anatomy of an Employment Discrimination Lawsuit
-Remedies
-Forced Arbitration

READINGS:

"Court Role & Structure"

"Filing a Lawsuit"

"Remedies for Employment Discrimination"

"EEOC Chair Applauds Passage of Ending Forced Arbitration Act"

FEB. 5: -Title VII
-Sex Discrimination

READINGS:

Price Waterhouse v. Hopkins

Jespersen v. Harrah's Operating Co., Inc.
"Protection for LGBT Employees Under Title VII"
"Assessing Adverse Impact by AI under Title VII"

FEB. 12: -Hair Discrimination
-Tattoos

READINGS:

"The CROWN Act"
EEOC v. Catastrophe Mgmt.
"Rejecting the Tattooed Applicant"

FEB. 19: -Disability/Handicap Discrimination

READINGS:

Arline v. School Board
Chevron v. Echazabal
Viscik v. Fowler Equipment Co.

FEB. 26: -Movie: "Philadelphia" (On Your Own)

NO IN-PERSON CLASS

MAR. 4: MIDTERM EXAMINATION

MAR. 11: **NO CLASS – SPRING BREAK**

MAR. 18: -Sexual Harassment
-Race & Color Discrimination

READINGS:

"Facts About Sexual Harassment"
Meritor Savings Bank v. Vinson
"Facts About Race/Color Discrimination"
Chaney v. Plainfield Healthcare Center

MAR. 25: -National Origin Discrimination
-Citizenship Requirements
-Religious Discrimination

READINGS:

EEOC v. Sephora USA, LLC.
Espinoza v. Farah Mfg. Co.
Groff v. DeJoy

APR. 1: -Reconstruction Civil Rights Act (Sections 1981 & 1983)

READINGS:

Saint Francis College v. Al-Khazraji

Patterson v. McLean Credit Union

- APR. 8: -Equal Pay Act (“EPA”)
 -Age Discrimination in Employment Act (“ADEA”)

READINGS:

Ledbetter v. Goodyear

O’Connor v. Consolidated Coin Caterers Corp.

- APR. 15: -Pregnancy Discrimination Act
 -Retaliation
 -Height & weight restrictions

READINGS:

International Unions v. Johnson Controls, Inc.

Thompson v. North American Stainless, LP

Dothard v. Rawlinson

- APR. 22: -Waivers & Forced Arbitration

READINGS:

Rodriguez v. Raymours Furniture Co., Inc.

14 Penn Plaza LLC v. Pyett

- APR. 29: FINAL EXAM (not cumulative)

(Dated: 01/07/2024)