

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 will 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 Materials

Required textbook:

- Robert N. Covington, Employment Law in a Nutshell. 5th Edition. West Nutshell Series. (referred to as "Nutshell").
- Additional required readings are noted in the respective modules (weeks) under Reading & Multi-Media.

Method of Instruction

This course is delivered entirely online through the Learning Management System, **Canvas** in an **asynchronous mode**. There will be no Face-to-Face classroom sessions. The course is structured by weekly modules. Some weeks have assignments, discussions, quizzes, projects etc. Each week is typically comprised of:

- Introduction of the topic for that week
- Readings (Textbook, Professor's notes, PDFs, links to website articles etc.)
- Multimedia (videos, podcasts etc.)

Virtual Office Hours (VOH)

Optional virtual office hours (synchronous, live through the Canvas Conferences feature / Zoom) will be held numerous times through the semester (during lunchtime/ evenings). Dates and details will be announced closer to meetings. All details will be provided as the semester progresses.

Class Topics & Schedule

- [Welcome Week: Introductions - Meet Your Learning Community](#)
- [Week 1: The Court System](#)
- [Week 2: Briefing Legal Cases, Employment Related Lawsuit](#)
- [Week 3: Remedies in Employment Cases, Employment at Will](#)
- [Week 4: Title VII, EEOC](#)
- [Week 5: Discrimination - Race, Color, National Origin](#)
- [Week 6: Exam 1 and Practice Exam](#)
- [Week 7: Course Project \(Part 1\) Introduction](#)
- [Week 8: Constitutional Issues, Drug Testing](#)
- [Week 9: Whistleblower Protection, Torts](#)
- [Week 10: Family and Medical Leave Act \(FMLA\)](#)
- [Week 11: Privacy Issue, Workplace Bullying](#)
- [Week 12: Non-Compete & Confidentiality Agreements](#)
- [Week 13: Workers Compensation](#)
- [Week 14: Final Project \(Parts 3 and 4\)](#)
- [Week 15: Quiz #2.](#)

Student Responsibilities

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from any place, anytime, *you are still expected to adhere to all due dates.*

Methods of Evaluation/Grading Policy/Grading Components

Meet your learning community	5%
Assignment 1: Topics of interest	5%
Discussion Forum (3 forums) 10% each)	30%
Quiz 1 (multiple choice – open book)	15%
Quiz 2 (multiple choice – open book)	15%
Final Project- Topic for PowerPoint	5%
Final Project- Draft of PowerPoint	5%
Final Project: PowerPoint Submission	10%
Final Project: Presentation of PowerPoint	10%
TOTAL	100%

Grading Scale

Points Range	Grade	Performance
90 - 100	A	Outstanding
85 - 89.99	B+	Good
80 - 84.99	B	Good
76 - 79.99	C+	Satisfactory
70 - 75.99	C	Satisfactory
68 - 69.99	D	Poor
67.99 and below	F	Poor

Refer to the Canvas site for the following:

[Late Assignments](#) *

[Special Needs Accommodations](#) *

[Student Affairs - Office of the Dean of Students](#) *

[Student Health & Wellness Services](#) *

[Student Code of Conduct](#)*

[TurnItIn Statement](#)*

[Academic Integrity](#) *

[Copyright Information Resources](#) *