

Office of Academic Affairs
Tarleton State University
Date Prepared: 12/1/08
Dates Revised:

Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems
Course Prefix/Number: HRM 501
Course Title: Law and Regulations in Human Resources
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: A study of the laws relating to employment. Includes defining the employer-employee relationship; regulation of discriminatory practices in employment (Title VII, the 1964 Civil Rights Act, and other statutes); regulation of the employment environment; and testing and evaluation of employee job performance.
- II. Prerequisites: Graduate student.
- III. Expanded Course Description: In this course students are directed in an examination of laws and regulations that govern how employees or human resources interact with their employers. The most important regulatory agencies that oversee the rights of employees within the workplace will become an important topic of this course. The roles of the various legislative, judicial and administrative bodies will constitute a large part of this course. Course is required for human resource management majors. This course could be used as an elective for any student with junior level standing desiring greater knowledge of the legal environment surrounding employees in the workplace.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).
At the conclusion of the course the student will achieve the following:
 - a) Knowledge outcomes:
 - 1) Define an employer.
 - 2) Define an employee.
 - 3) Identify when a worker is an employee.
 - 4) Identify when a worker is an independent contractor.
 - 5) Understand the employment-at-will doctrine and its exceptions.
 - 6) Describe a wrongful discharge.
 - 7) Understand the application of Title VII of the Civil Rights Act of 1964.
 - 8) Identify how a claim for discrimination is pursued under Title VII.
 - 9) Describe the theoretical basis for a Title VII cause of action.
 - 10) Define disparate treatment.

- 11) Define disparate impact.
 - 12) Understand potential violations under Title VII in employment recruiting, applications and testing.
 - 13) Describe affirmative action and the different affirmative action plans.
 - 14) Describe discrimination under Title VII based on a person's race, gender, religion or national origin.
 - 15) Identify what constitutes sexual harassment.
 - 16) Identify what constitutes age discrimination.
 - 17) Identify what constitutes disability discrimination under the Americans With Disabilities Act.
 - 18) Define an employee's right of privacy in the public and private workplace.
 - 19) Define the Occupational Safety and Health Act.
 - 20) Under what circumstances do the provisions of the Employee Retirement Income Security Act apply to the employer-employee relationship?
 - 21) Describe the Fair Labor Standards Act.
- b) Skill Outcomes:
- 1) Be able to determine the difference between an employee and independent contractor.
 - 2) Be able to determine the difference between an employment-at-will relationship and a contract of employment relationship.
 - 3) Be able to recognize the difference between an employment-at-will relationship and its exceptions, such as implied contract, public policy, statutory, and implied covenant of good faith and fair dealing.
 - 4) Recognize a potential wrongful discharge in employment.
 - 5) Be able to apply provisions under Title VII of the Civil Rights Act of 1964 to determine whether the employment relationship is discriminatory.
 - 6) Be able to evaluate the elements of a disparate treatment case of discrimination.
 - 7) Be able to apply the elements of a disparate impact case of discrimination.
 - 8) Be able to identify and eliminate discriminatory practices in employment recruiting, the application process and testing.
 - 9) Be able to create an affirmative action plan.
 - 10) Analyze facts under Title VII that may constitute discrimination based on a person's race, gender, religion or national origin.
 - 11) Analyze facts to determine whether an employee has been sexually harassed.
 - 12) Analyze facts to determine whether an employee has suffered an adverse employment decision based on age.
 - 13) Determine the circumstances as to when an employee has a right of privacy in the workplace.
 - 14) Be able to recognize what documentation must be maintained under the Occupational Safety and Health Act.

- 15) Recognize the circumstances as to when an employer must comply with the provisions under the Employee Retirement Income Security Act.
- 16) Recognize when the minimum wage must be paid and its exceptions under the Fair Labor Standards Act.
- 17) Determine the ages at which a child can engage in certain types of employment under the Fair Labor Standards Act.

V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:

- a) Course Requirements
- b) Required Text(s)
- c) Bibliography

VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure of give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.

VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

Signature

_____/_____/_____
Date