

LEGL 4500/6500
EMPLOYMENT LAW

DR. DAWN D. BENNETT-ALEXANDER ("Dr. B-A")

Caldwell 204 T&Th 8:00-9:15 a.m.

Fall 2009 (Tu.8/18/2009)

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<http://www.terry.uga.edu/~dawndba/>

Note: This is NOT the complete syllabus. The full syllabus you are responsible, which includes paper formatting and other requirements, can be found at the website provided above.

CATALOG DESCRIPTION: Laws prohibiting employment discrimination based on race, gender (including sexual harassment), religion, national origin, age, and disability, with an emphasis on avoiding unnecessary liability.

OBJECTIVE: To teach the legal implications of dealing with employees in the work setting who may present challenges regarding discrimination on the basis of race, gender, religion, national origin, age, disability, pregnancy, affinity orientation and other categories covered by employment legislation.

REQUIRED TEXT: *Employment Law for Business, 6e*, Bennett-Alexander & Hartman, McGraw-Hill Pub. Co., 2009.

OFFICE & HOURS: 202 Brooks Hall. TTh 7:00-7:45; T 2-3; Th 12:15-1:30, and by appointment. For scheduling call (706) 338-2293.

COURSE OUTCOMES: After studying the assigned text and listening to class lectures, you should be able to be able to stand in the shoes of a prospective manager or supervisor and look at a questionable discrimination situation and not only make a determination as to whether illegal discrimination has occurred, but also know how and why it occurred and what could have been done to avoid it if it occurred. You will know and understand the federal and state laws governing workplace discrimination and understand how to view such matters from a legal, rather than a lay point of view.

TESTING & GRADING: There are no exams. Rather, each student has a "point pot" which starts out empty and can go up to 100 points for the class. The 100 points will be comprised of the following: a mandatory news article presentation, quiz, journal entries (one point each day of class), papers on two in-class videos, and the five one-page typewritten papers answering the questions on the on the supplemental articles assigned and accessible from my web page. Also included in the point pot are any points deducted for failing to turn in assignments on time or other things as I see fit, and points added for doing extra assignments, as I permit. The points are explained on the web page. Failure to turn in an assignment results in point deductions worth more than the assignment itself (depending on the point value of the assignment). Unannounced quizzes or other assignments may be given from time to time and provide the **only** opportunity to gain additional points. Students are able to regain up to five points lost on assignments by doing extra credit assignments. The grading scale, unless stated otherwise, is 100-94 A, 93-90 A-, 89-87 B+, 86-84 B, 83-80 B-, 79-77 C+, 76-74 C, 73-70 C-, 69-64 D, below 64 F. Note: Due to the format of the class, there is a *very* strict attendance policy outlined in detail on the web. At-

tendance is mandatory. If this presents a problem for you, think seriously about whether you need to drop the course. Quizzes must be taken when scheduled, as there are no make-ups. Quizzes are returned in class and grades are not posted.

ACADEMIC HONESTY: As a University of Georgia student, you have agreed to abide by the University's academic honesty policy, "A Culture of Honesty," and the Student Honor Code. All academic work must meet the standards described in "A Culture of Honesty" found at: <http://www.uga.edu/honesty>. Lack of knowledge of the academic honesty policy is not a reasonable explanation for a violation. Questions related to course assignments and the academic honesty policy should be directed to the instructor.

COMMENTS: This is a **fun** and challenging class. There will be **much** discussion of issues and **class participation is important**. All students are required to have gmail e-mail accounts and are responsible for any emails sent to them from the professor.

Important Dates

- Tu 8/18 - First day of class
- Tu 9/1 - Discrimination in general paper due
- Tu 9/8 - Quiz/Movie/4X6 & single question due
- Th 9/10 - Movie 1 paper due
- Th 9/24 - Race paper due
- Th 10/8 - Movie 2, Grad/Honors paper topic due (e-mail)
- Th 10/15 - First half of journals due
- Th 10/22 - Gender paper due
- Th 11/5 - Affinity orientation paper due
- Th 11/19 - News arts due for those who couldn't sign up
- Disability paper due
- Tu 11/24 - Thanksgiving Break, **NO CLASS**
- Th 11/26 - Thanksgiving Break, **NO CLASS**
- Tu. 12/1 - All extra credit papers due; All out-of-comfort zone papers due
- Second half of journals due, Honors/Grad paper due
- Th 12/3 - Last day of class
- Tu 12/8 - Treat as a Monday schedule. **NO CLASS**

The course syllabus is a general plan for the course; deviations announced to the class by the instructor may be necessary.