

# SYLLABUS

---

**CLASS:** LEGAL ISSUES AND PUBLIC POLICY, (Course BUS 628), Lincoln Campus

**INSTRUCTOR:** Edward “Ed” Hoffman

**Email:** [edward.hoffman@doane.edu](mailto:edward.hoffman@doane.edu) or [ed@cadalaw.com](mailto:ed@cadalaw.com)

**Work Phone:** (402) 477-2233

**TEXT:** EMPLOYMENT LAW, NEW CHALLENGES IN THE BUSINESS ENVIRONMENT, Sixth Edition, John Jude Moran, ISBN: 13: 978-0133075229.

**COURSE PREREQUISITES:** BUS 602 (Human Resources Management)

**COURSE DESCRIPTION:** This course covers principles of law associated with the employment relationship. Students will learn the federal, state, and local laws that impact decision-making and business practice, understand the legal process as it relates to employment issues, and develop the ability to research legal issues effectively. Topics include the hiring process, employment at-will, wrongful discharge, employment discrimination, harassment in the workplace, leaves of absence, employee privacy issues, wage and hour issues, and collective bargaining. Students learn how to organize and create a fair and positive working environment and how to design appropriate and effective ways to conduct investigations into employee misconduct.

**COURSE OVERVIEW:** This course provides the student with a basic understanding of select U.S. employment laws and regulations that affect employers and employees, discusses various forms of discrimination in the workplace and ultimately allows students to understand how to avoid legal problems in the employment setting.

**LEARNING GOALS AND OBJECTIVES:** Students will be expected to have mastery of the concepts covered in the course to include, but not be limited to: a basic understanding of the judicial process both in the Federal and Nebraska State Court Systems, the hiring process (including appropriate employee selection processes and testing), employee privacy rights and whistle blowing, issues concerning employees and independent contractors, at-will employment, terminating employment discrimination issues (including the Civil Rights Act, Affirmative Action, race discrimination, sex discrimination, sexual harassment, pregnancy discrimination, religious discrimination, national origin discrimination, age discrimination and disability discrimination), unions and collective bargaining, agreements, wage and hour regulations, workers compensation and employee benefits. It is this instructor's expectation that the student's ability to understand basic legal principles will enhance their effectiveness in the business environment when it comes to decision making processes. As such, it is hoped that these

problem solving skills will enhance the students overall effectiveness in the business environment.

**ACADEMIC INTEGRITY:** This class follows the Doane College Academic Honesty Policy. All materials submitted for this class are expected to be original by the student and should not have been submitted for credit to any other course. Academic integrity is expected for all interactions and requirements. This includes, but is not limited to, original work on assignments, accountability and completion of requirements, maintenance of confidentiality for individuals, and accurate citation of and references to original work. Specific information about Academic Honesty and Plagiarism may be found in the Doane Student Handbook. When applicable, assignments must be typed and adhere to the APA 6<sup>th</sup> Edition guidelines. This includes crediting authors when paraphrasing, summarizing, or directly quoting the work of other individuals. Resources for APA formatting are available on Blackboard. Mechanics of writing are considered in the grading of assignments. Therefore, it is expected that you will proofread all work for accurate spelling, grammar, and punctuation before submitting assignments and projects. Depth of thought, application, and analysis demonstrated in the assignment will be considered in the grading process. All work is expected to be of highest quality. Work may be turned back to the student for review and revision.

**LEARNING STRATEGIES:** The classroom educational environment will include lecture, robust discussion in which the instructor intentionally pulls information from students and encourages them to apply the information gleaned from in the textbook and discussed in class to fact patterns offered by the instructor. The course will also potentially include the black and white film titled “Twelve Angry Men” which is intended to further enhance a basic understanding of the legal system.

**PAPER:** I will provide you the topics of the paper at the first class meeting. The paper is to be at least two pages, double spaced, one inch margins on all sides. Please include your name and the date submitted and the class name. I would like you to discuss the issue(s) that was presented to the court (e.g. the issue(s) the court was asked to make a decision on), discuss the courts analysis of that issue commenting on what prior cases they felt were important and why and discuss the rules of law from those cases and end with the Court’s conclusion and ruling. Finally, I would like to hear your thoughts on the case and what your opinion is on the court’s decision. Please feel free to utilize on-line sources, citing where appropriate. Your paper is due on the date noted on the assignment and reading schedule below but you can certainly turn it in prior to that date.

**GRADING:** Your grade will be based on attendance and participation in class activities, as well as satisfactory completion of exams. Active class participation is vital to the overall learning process **and** your successful completion of the course. Extra credit will be given to students that bring in articles, which discuss timely legal issues.

While attendance only carries a 20% weight for the final grade, it is important that students remember the following applies with regard to the effect of attendance on your ultimate class grade:

**ATTENDANCE:**

Perfect Attendance:	A
One Excused Absence**:	A
Two Excused Absences:	B
Three Absences:	C
Four Absences:	D
Five or more Absences:	F

*\*\* Students may have one excused absence without it affecting the attendance grade if the student emails in the absence prior to class time.*

Classes will be held on the following dates for the term:

<b>DATE</b>	<b>ASSIGNMENT</b>
August 16	Chapters 1, 2, 3 & 4 (Employment Relationships & Procedures)
August 23	Chapters 5 & 6 (Employment Relationships & Procedures)
August 30	Chapters 7, 8 & 9 (Employment Discrimination) <b>(Exam Ch. 1-6)</b>
September 6	Chapters 10, 11 & 12 (Employment Discrimination)
September 13	Chapters 13, 14 & 15 (Employment Discrimination)
September 20	Chapters 16 & 17 (Employment Discrimination)
September 27	Chapters 18, 19 & 20 (Employment Regulation) <b>(Exam Ch. 7-17)</b>
October 4	Chapters 20, 21 & 22 (Employment Regulation) <b>(Final Exam)</b>

Each of the three exams will be comprised of a mix of True/False, Multiple Choice, and Short Answer Essay. You will be responsible for anything assigned for class reading **and** class discussions. Each student may choose to do an optional project, which can be used to raise an exam grade by up to a full letter grade. Said optional project will be due no later than **September 27, 2017**. Potential project topics will be discussed with students and **all** project topics must be approved by the Instructor prior to the student beginning work.