



Graduate Course Syllabus

JUS 608: Employment Law

Center: Online

Course Prerequisites

None

Course Description

Course content includes the various business entities and the steps necessary for creation and operation, from initial and amended articles of incorporation, state filing requirements, stock certificates and securities, stock ledgers and books, resolutions, dividends and stock splits, employment agreements, as well as introducing other business forms from partnerships to limited liability corporations. In the employment sector, coverage will examine constitutional and statutory protection related to employee rights from benefits and pensions to discrimination remedies. Collective bargaining and other labor questions will be keenly assessed as well as emerging workplace questions involving maternity and family leave, wages and compensation, COBRA, free expression and religious rights and novel forms of disability claims.

Course Outcomes

- To define various employment relationships
- To become adept in the procedures of hiring, discipline and termination of employees
- To critique methods of employee selection including testing and reference checks
- To assess and analyze various laws that impact employment practice, both at the state and federal level
- To delve into the techniques of human resource administration
- To review and apply policy in light of affirmative action
- To identify patterns of hiring and discipline that might trigger legal claims based on race, color, creed or gender
- To review policies and laws involving sexual harassment
- To assess and analyze collective bargaining practices
- To apply wage and hour regulations in the work setting
- To interpret and apply workers compensation rules to the claim
- To become familiar with the structure of employee benefits
- To read and brief relevant case law regarding employment

Required Materials

Using your learning resources is critical to your success in this course. Please purchase directly through SNHU's online bookstore, [MBS Direct](#), rather than any other vendor. Purchasing directly from the bookstore ensures that you will obtain the correct materials and that the Help Desk, your advisor, and the instructor can provide you with support if you have problems.

Employment Law

Moran, John J.

Prentice Hall, Inc.

6th Edition

2014

ISBN: 978-0-13-307522-9

Instructor Availability and Response Time

Your class interaction with the instructor and your classmates will take place in Blackboard on a regular, ongoing basis. Your instructor will be actively engaged within the course throughout the week. You will normally communicate with your instructor in the weekly discussions or the General Questions forum in Blackboard so that your questions and the instructor's answers benefit the entire class. You should feel free, however, to communicate with your instructor via SNHU email at any time, particularly when you want to discuss something of a personal or sensitive nature. Your instructor will generally provide a response within 24 hours.

Grade Distribution

Assignment Category	Number of Graded Items	Point Value per Item	Total Points
Discussions	9	30	270
Case Briefs	5	50	250
Final Project Milestones	10	15	150
Final Project Submission	1	250	250
		Total Course Points:	920

This course may also contain practice activities. The purpose of these non-graded activities is to assist you in mastering the learning outcomes in the graded activity items listed above.

University Grading System: Graduate

Total Points. 920				
Grade	Numerical Equivalent	Points	Points Equivalent	
			Lower	Upper
A	93-100	4.00	856	920
A-	90-92	3.67	828	855
B+	87-89	3.33	800	827
B	83-86	3.00	764	799
B-	80-82	2.67	736	763
C+	77-79	2.33	708	735
C	73-76	2.00	672	707
F	0-72	0.00	0	671
I	Incomplete			
IF	Incomplete/Failure*			
W	Withdrawn			

*Please refer to the [policy page](#) for information on the incomplete grade process.

Grading Guides

Specific activity directions, grading guides, posting requirements, and additional deadlines can be found in the Course Information area in the Assignment Guidelines and Rubrics folder.

Weekly Assignment Schedule

The Learning Modules area in Blackboard contains one module folder for each week of the course. All reading and assignment information can be found in the folders. Assignments and discussion board posts during the first week of each term are due by 11:59 p.m. Eastern Time. Assignments and discussion posts for the remainder of the term are due by 11:59 p.m. of the student's local time zone.

In addition to the textbook readings that are listed, there may be additional required resources within each module in Blackboard.

Module	Topics and Assignments
1	Introduction to the Employment Relationship Reading: <i>Employment Law</i> , Chapters 1 and 18 1-1 Discussion: Unions 1-2 Final Project Overview: Employee Handbook 1-3 Case Brief
2	The Start of the Employment Relationship Reading: <i>Employment Law</i> , Chapters 1 and 3 2-1 Discussion: Disclosure and Screening 2-2 Final Project: Employee Agreement Journal 2-3 Final Project: Screening Process Journal

3	Special Hiring Considerations-Affirmative Action Reading: <i>Employment Law</i> , Chapter 8 3-1 Discussion: Affirmative Action 3-2 Case Brief
4	Termination of Employees Reading: <i>Employment Law</i> , Chapter 5 4-1 Discussion: Discharge and Statutory Regulations 4-2 Final Project: Wrongful Discharge Journal
5	Protecting Employees from Hazardous Activities Reading: <i>Employment Law</i> , Chapter 20 5-1 Discussion: Occupational Safety and Health 5-2 Final Project: Workplace Safety Journal
6	Human Resource Administration Reading: <i>Employment Law</i> , Chapters 4 and 19 6-1 Discussion: Employee Privacy and Rights 6-2 Final Project: Employee Privacy and Privacy Rights Journal 6-3 Case Brief
7	Protecting Employees Based upon Status Reading: <i>Employment Law</i> , Chapters 7, 9 and 10 7-1 Discussion: Title VII of the 1964 Civil Rights Act 7-2 Final Project: Disparate Impact Journal 7-3 Case Brief
8	Title VII of the 1964 Civil Rights Act Reading: <i>Employment Law</i> , Chapters 16 and 17 8-1 Discussion: Retaliation 8-2 Final Project: Anti-Discrimination Policy Journal 8-3 Final Project: Disability Definition Journal
9	Sexual Harassment Reading: <i>Employment Law</i> , Chapters 11 and 22 9-1 Discussion: Quid Pro Quo versus Hostile Environment 9-2 Final Project: Anti-Sexual Harassment Policy Journal 9-3 Final Project: Compliance (ERISA, COBRA, HIPAA) Journal 9-4 Final Project: Employee Handbook Submission
10	Employee Benefits Reading: <i>Employment Law</i> , Chapters 12 and 21 10-1 Case Brief

Attendance Policy

Online students are required to submit a graded assignment/discussion to Blackboard during the first week of class. If a student does not submit a posting to the graded assignment/discussion during the first week of class, the student is automatically withdrawn from the course for non-participation. Review the [full attendance policy](#).

Late Assignments Policy

Meeting assigned due dates is critical for demonstrating progress and ensuring appropriate time for instructor feedback on assignments. Students are expected to submit their assignments on or before the due date. Review the [full late assignment policy](#).

SNHU College of Online and Continuing Education Student Handbook

Review the [student handbook](#).

Diversity and Disability Statement

The College of Online and Continuing Education (COCE) at SNHU values diversity and inclusion. SNHU strives to create inclusive and welcoming academic environments. If there are aspects of the instruction or design of this course that present barriers to your inclusion, please notify the Disability Resource Center (DRC) as soon as possible. We will work with you and your instructor to address needs and concerns. We encourage all students with known or suspected physical, medical, sensory, psychiatric, and/or learning disabilities to register with the Disability Resource Center (DRC) in order to assess learning needs and take advantage of available academic accommodations and support services.

SNHU does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, citizenship, marital status, gender identity or expression, sexual orientation, veteran/military status, or genetic information in its programs and activities. Requests for disabilities accommodations within COCE should be directed to:

Disability Resource Center (DRC)

(866) 305-9430

(877) 520-8916 (fax)

drc@snhu.edu

We welcome COCE students, faculty, and staff to consult with the Disability Resource Center (DRC) on disability-related questions or concerns. We look forward to hearing from you.

Complaints regarding discrimination and accommodations should be directed to:

(603) 645-9664

(603) 645-9717 (fax)

ada.compliance@snhu.edu

Academic Honesty Policy

Southern New Hampshire University requires all students to adhere to high standards of integrity in their academic work. Activities such as plagiarism and cheating are not condoned by the university. Review the [full academic honesty policy](#).

Copyright Policy

Southern New Hampshire University abides by the provisions of United States Copyright Act (Title 17 of the United States Code). Any person who infringes the copyright law is liable. Review the [full copyright policy](#).

SNHU College of Online and Continuing Education Withdrawal Policy

Review the [full withdrawal policy](#).

Southern New Hampshire University Policies

More information about SNHU policies can be found on the [policy page](#).

Assessment Calibration and Student Work Samples

For the purpose of continuous improvement of our educational training, Southern New Hampshire University's College of Online and Continuing Education may, on occasion, utilize anonymous student work samples for internal professional development and staff training. If you have any questions or concerns, contact your advisor. If you would like to withdraw permission for use of your work, please contact the assessment calibration administrator at assessmentcalibration@snhu.edu. See [this document](#) for more information.