

OAKLAND UNIVERSITY

School Of Education and Human Services
Department of Organizational Leadership

COURSE SYLLABUS – CIVIL RIGHTS & REG. IN EMPLOYMENT

COURSE NUMBER: HRD 4440
4 Credit Hours

COURSE TITLE: Civil Rights and Regulations in Employment
CRN - 10010

PREREQUISITES: None

COURSE DATES AND TIMES:

Winter Term, 2018

Mon., 6:30 to 9:50 P.M.

Classes – Jan.8 –Apr. 16, 2018

Final Examination: – April 23, 2018 at 6:30 p.m.

FACULTY MEMBER: Mike Maslyn e-mail – aslynmm@aol.com
Please contact me at
my home email rather
than OU email.

Cell phone-
248.760.8558

OFFICE HOURS: Mon., Wed. 9:00 to 4:30 or before or after class or by appointment.

BIOGRAPHICAL STATEMENT:

Mike Maslyn had a 30 year career at American Natural Resources (ANR) companies, 25 of which were in Human Resources. His last position was Vice President, Human Resources and Administration. He developed the companies' first Affirmative Action Program and was responsible for all employee litigation and civil rights matters, as well as the development and administration of all non discrimination policies and programs. After retirement he served as the Chief Executive Officer for the Southeastern Michigan Chapter of the American Red Cross. He has and does serve on many non-profit organization Boards. His undergraduate and graduate degrees were earned at the University of Detroit –Mercy. He is currently the HRD Internship Coordinator at Oakland University.

TEXT AND INSTRUCTIONAL MATERIALS:

Employment Law for Business, 6th^h Edition, by Dawn D. Bennett-Alexander and Laura P. Hartman, Irwin McGraw-Hill/Irwin Publishing, Inc., New York, NY.

Other Materials, including simulation materials as designated by the instructor.

COURSE DESCRIPTION:

This course presents a guide to laws, regulations, policies and procedures required by federal and state statutes. It also teaches the writing and maintaining employment handbooks as well as the development of "Family Friendly" employment policies.

It begins with a study of defining the employment relationship and continues with a thorough study of the regulation of discrimination in employment and the regulation of the employment environment as well as other forms of regulation.

This is accomplished through lecture material and the class exercise, which requires each student acting as member of a team to compose an employment handbook/policy manual.

Specifically covered are Race Discrimination, Affirmative Action, Gender Discrimination, Sexual Harassment, Pregnancy Discrimination, Affinity Orientation Discrimination, Religious Discrimination, National Origin Discrimination, Age Discrimination, Disability Discrimination, the Michigan Employee Right to Know Act, the Family Medical Leave Act, and other statutory and regulatory requirements with the administrative procedures, and employment rights and responsibilities applicable to these laws. Employment fringe benefits are discussed in relation to their economic and other costs as well as compatibility with legal requirements and employee expectations.

RESEARCH AND DISCUSSION ASSIGNMENT:

As a class project, students acting as part of a Human Resource Development Department Management team will be required to develop employment systems and policies through the composition of an Employment Handbook incorporating internal policies and procedures accommodating and implementing all the necessary statutory and regulatory requirements, fringe benefits, and a variety of other matters affecting the employment relationship, including a *Family Friendly* policy.

COURSE OBJECTIVES:

Upon successfully completing this course, the student should be able to:

1. Understand federal and state laws and regulations affecting the employment relationship from both a theoretical and practical standpoint;
1. Understand employment "Family Friendly" policies and fringe benefits in terms of economics as well as employee motivation and expectation fulfillment;
1. Possess and demonstrate a workable knowledge regarding establishment of employment policy and its dissemination to employees;
1. Understand the reasoning behind legal requirements in terms of relevant social and political movements, and possess a basis for making decisions in the "gray areas."

METHODOLOGY:

The subject matter for each session will be covered by:

- Lecture in which the basic assumption is made that each student has studied the assignment for that meeting in advance;
- Actual case studies as decided by the courts and administrative bodies;
- Preparation by students of an Employee Handbook with a "Family Friendly" policy according to the instructions of the instructor and in line with applicable state and federal laws and regulations; and
- Study of the practices and procedures used and/or required by each of the studied laws and regulations.

GRADING POLICY:

Mid Term Examination:	80 pts
Employment Handbook / Policies	160 pts
Final Examination:	120 pts
Class Participation and/or quizzes:	40 pts
Total divided by 100 and rounded will be your final grade for this course:	<u>400 pts</u>

EXAMINATION SYSTEM AND POLICY:

The mid term and final examinations are designed to evaluate the student's progress toward achieving the course objectives.

PLEASE NOTE:

The mid term and final examinations will consist of true/false and multiple choice questions. The dates of these examinations are included in the Schedule of Class Meetings and Assignments portion of this syllabus. Please arrange your affairs to be present. Because of the nature of this examination, I am very reluctant to allow early or make-up examinations. If you are absent from the mid term examination for good and sufficient cause, you must explain in writing and document any and all reasons and/or excuses within eight days of the scheduled examination. Appropriate action will be at the sole discretion of the instructor and may include the reduction of the student's grade and/or the opportunity to take the examination under special circumstances, or the foregoing of the mid term examination in favor of counting the final examination for both the mid term and the final examinations points in the compilation of your course grade.

ATTENDANCE:

Attendance is very important to your success in this course. Much of the material covered may be from outside the assigned text, and will be reflected not only in discussions of the text, but of student and faculty discussions in relation to problems presented by the assigned materials. Each student will be held responsible for all material covered in class. If you are unable to attend a session for any reason, please arrange to have the class "covered" by use of a colleague's notes, or by having a spouse or friend attend the class and take notes for you. As part of the course grade will be based on class participation, any request for an excused absence must be promptly tendered to the instructor, in writing, and accompanied by an appropriate explanation in order to be considered.

SUGGESTED READINGS:

- Jacoby, S. M. (1991). *Masters to managers: Historical and comparative perspectives on American employers*. New York: Columbia University Press.
- Kinzley, W. D. (1991). *Industrial harmony in modern Japan: The invention of a tradition*. London: Routledge.
- Lichtenstein, N., & Harris, H.J. (1993) *Industrial democracy in America: The ambiguous promise*. Washington, DC: Woodrow Wilson Center Press.
- Slomp, H. (1990). *Labor relations in Europe: A history of issues and developments*. New York: Greenwood Press.
- Tomlins, C. L. (1993). *Law, labor and ideology in the early American republic*. New York: Cambridge University Press.
- Wunderlin, C. E. (1992). *Visions of a new industrial order: Social science and labor theory in America's progressive era*. New York: Columbia University Press.
- Susan Apel, Privacy in Genetic Testing: Why Women Are Different, 11 S. Cal. Interdisc. L.J. 1 (2001)
- Rebecca Beerling, Comment: Left out of the Balance—the Public's Need for Protection Against Workplace Discrimination: Waffle House and Kidder Peabody Attempt to Limit the Remedies Available to the EEOC by Balancing Policies Not in Conflict, 25 Hamline L. Rev. 295 (2002)
- Damien Bielli, Comment: PGA v. ADA: A Skins Match, Winner Take All in the Battle for Equality for Disabled Individuals in Professional Golf, 36 New Eng. L. Rev. 181 (2001)
- Sheryll Cashin, Drifting Apart: How Wealth and Race Segregation Are Reshaping the American Dream, 47 Vill. L. Rev. 595 (2002)
- Cynthia Estlund, How Wrong Are Employees about Their Rights, and Why Does it Matter? 77 N.Y.U. L. Rev. 6 (2002)
- Judith Fischer, Public Policy and the Tyranny of the Bottom Line in the Termination of Older Workers, 53 S.C. L. Rev. 211 (2002)
- Catherine Fisk, Humiliation at Work. 8 Wm. & Mary J. Women & L. 73 –95 (2001)
- Joan Gabel & Nancy Mansfield, On the Increasing Presence of Remote Employees: An Analysis of the Internet's Impact on Employment Law as it Relates to Teleworkers, 2001 U. Ill. J.L. Tech. & Pol'y 233
- Ann Hodges & Douglas Scherer, The Employment Law Decisions of the October 2000 Term of the Supreme Court: A Review and Analysis, 5 Employee Rts. & Emp. Pol'y J. 391 (2001)
- Robert Kearney, Rethinking Employment Discrimination: How Lawyers and Judges Both Can Do Better, 2001 Law Rev. Mich. St. U.-Det. C.L. 1077
- Michael Moberly, Bad News for Those Proclaiming the Good News?: The Employer's Ambiguous Duty to Accommodate Religious Proselytizing, 42 Santa Clara L. Rev. 1 (2001)
- Michael Murphy, Note: Assembly Bill 2222: California Pushes and Breaks the Disability Law Envelope, 51 Cath. U. L. Rev. 495 (2002)

Melissa Ressler, Note: A Hole in One for Casey Martin and the ADA, 33 Loy. U. Chi. L.J. 631 (2002)

Noah Zatz, Beyond the Zero-Sum Game: Toward Title VII Protection for Intergroup Solidarity, 77 Ind. L.J. 63 (2002)

Patarick Weil, Races at the Gate: A Century of Racial Distinction in American Immigration Policy, 15 Geo. Immigr. L.J. 625 (2001)

Jean Burns, Horizontal Jurisprudence and Sex Discrimination, 49 Hastings L.J. 105 (1997)

Robert Choate, The Job Creation Barrier, 19 Comp. Lab. L. & Pol'y J. 280 (1998)

Elizabeth Clack-Freeman, Comment: Title VII and Plaintiff's Replacement: A Prima Facie Consideration? 50 Baylor L. Rev. 463 (1998)

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Schedule of Class Meetings and Assignments

**Assignments are subject to change according the amount of material covered in
each class**

DATE	ASSIGNMENT
Jan. 8, 2018	Course Introduction
	Choose Employee Handbook Teams
15	NO CLASS _ MLK DAY
22	Ch. 1 The Regulation of Emp. Handbook Team Meetings (HTM)
29	Ch.2 Title VII HTM
Feb. 5	Ch. 3 Legal Construction
12	Ch. 4 Affirmative Action HTM
19	NO CLASS – WINTER BREAK
26	Ch. 5 Race Discrimination HTM
Mar. 5	Ch. 7 Gender Discrimination HTM
12	NO CLASS

DATE**ASSIGNMENT** page 8 of 8

Mar. 19

MID-TERM EXAM
SUBMIT FIRST 15 POLICIES

Mar. 26

Ch. 6 National Origin Discrimination
HTM

Apr. 2

Ch. 8 Sexual Harassment
Ch. 9 Affinity Orientation Dis.
HTM

9

Ch. 10 Religious Discrimination
Ch. 12 Disability Discrimination
HTM

16

Ch. 11 Age Discrimination
SUBMIT COMPLETED
HANDBOOKS

23

FINAL EXAM

Revised 2,9.15