

Common Course Outline
LGST 209
Employment Law
3 Credits

Community College of Baltimore County

Description

LGST 209 – Employment Law examines the fundamental rights and obligations of employers and employees. Students analyze the employer-employee relationship, including laws that impact the employment relationship and a variety of federal and state statutes that regulate the employment relationship.

3 Credits

Prerequisites: ACLT 052 or ACLT 053 or (ESOL 052 and ESOL 054)

Overall Course Objectives

Upon completion of this course students will be able to:

1. analyze the specific forms of workplace discrimination prohibited under statutory and case law;
2. explain protected classes in accordance with state and federal law;
3. identify the rights of employers to regulate off-duty conduct;
4. explain the legal theories associated with employee discharge and at-will employment;
5. recognize public employee's First and Fourth Amendment rights in the workplace;
6. differentiate union versus non-union employment relationships;
7. critique employment law scenarios; and
8. identify current trends and evolving developments in employment law and employee relations.

Major Topics

- I. Title VII of the Civil Rights Act
 - A. Protected Classes
 - B. Theories of Discrimination
- II. Age Discrimination in Employment Act
- III. American with Disabilities Act and American with Disabilities Act Amendments Act
- IV. Ledbetter Fair Pay Act of 2009

- V. The Equal Employment Opportunity Commission
 - A. History of the Commission
 - B. Investigative and Prosecutorial Policies of the Commission
 - C. The Right-to-Sue
- VI. Fair Labor Standards Act
- VII. Fair Credit Reporting Act
- VIII. Sexual Harassment
- IX. Employer Hiring Practices
- X. Labor Relations

Course Requirements

Grading procedures will be determined by the individual faculty member but will include the following:

Grading/exams

- A minimum of one oral presentation or collaborative learning project conducted in groups, such as a group debate or discussion
- A minimum of one writing assignment requiring students to analyze the law using primary and secondary legal sources
- A minimum of one written exam
- Weekly assessments, such as quizzes, homework, and/or participation, to evaluate student progress

Written Assignments: Students are required to use appropriate academic resources.

Other Course Information

This course is a Legal Studies elective course for certificate and degree students. This course is also an elective for students in the Business Administration and Business Management programs, and a required course for students in the Human Resources Management Certificate program.