

PALE 413 : Employment Law

This course will give the student a comprehensive overview of employment law's most important facets. The course will cover a broad range of issues relating to employment. Students will review the historical background of employment law that provides the legal and conceptual basis for the modern statutory approach to regulating employment relationships. Specific attention will be given to the concept of discrimination in the workplace and the two statutes that form the basis of much of the current litigation in the field of employment law: the Civil Rights Act of 1964, as amended, and the Age Discrimination Act.

Credits 3

CIP Code

22.0302

Prerequisites

(LIBR 150 may be taken concurrently).

Prerequisite Courses

PALE 260

LIBR 150

Course Outcomes

After successfully completing the course, the learner will be able to:

- Describe the specific forms of workplace discrimination prohibited under current statutory and case law
- Identify the classes of people protected by current employment law
- Compare and contrast the various theories underlying workplace protection
- Define the contract and tort rights of employees and corresponding obligations and defenses of employers
- List the federal government agencies that regulate each of the areas of employment law covered and explain how they implement the relevant law and policy
- Develop and discuss preemptive management strategies that respond to the legal constraints of the current workplace environment.