



Lincoln University

BA 135 – Legal Foundations of Business

Spring 2015 Course Syllabus

Lecture Schedule: Tuesday 3:30-6:15 P.M.
Credit: 3 Units (45 lecture hours)
Instructor: Professor Richard S. Rachlin
Email: rrachlin@lincolnuca.edu
Office Hours: Tuesday 3:00-3:30 P.M, by appointment
Textbook: Employment Law for Business
7th Edition, Bennett-Alexander & Hartman, McGraw-Hill,
N.Y. N.Y., 2012, ISBN 13: 978-0-07-352496-2

Course Description

Introduction is made to the legal system of the modern business world, to the definition and enforcement of common forms of legal obligations, the judicial system and practical aspects of Business Law. (3 units) **Prerequisite: BA 10 or equivalent.**

Learning Objectives

To have the student, through lectures and case study, gain an understanding of the legal system and regulations within the workplace, as well as learn the various types of discrimination and forms of legal obligations that may affect his/her employment within the field of business law.

Course Project

Every student will be required to submit a comprehensive written plan on personnel policy and procedures, using what he/she has learned in the course. This final project will also be presented orally at the end of the semester.

Homework, Attendance and Class Participation

Students shall be responsible for typing and turning in written assignments to be given during the course. In addition, attendance and class participation are important and play a large role in the student's final grade.

Grading Standards

Grades will be based on the following allocation:

| | |
|-----------------------------------|-------------|
| Mid-term examination: | 25 per cent |
| Final examination: | 35 per cent |
| Class Attendance & Participation: | 25 per cent |
| Final Project: | 15 per cent |

100 per cent

Grading

Point/Grade Conversion

| | | | |
|--------|----|---------|----|
| 100-94 | A | 76-74 | C |
| 93-90 | A- | 73-70 | C- |
| 89-87 | B+ | 69-65 | D+ |
| 86-84 | B | 64-60 | D |
| 83-80 | B- | 59 or < | F |
| 79-77 | C+ | | |

Course Calendar and Assignments

The assigned material for each date should be thoroughly reviewed **before** each class.

Date Assignments

Jan. 20: Overview.

Jan. 27: Chapters 1 & 2. Employment Regulation; Legal Concepts.

Feb. 3 : Chapter 3. Civil Rights Act of 1964.

Feb. 10: Chapter 5. Affirmative Action.

Feb. 17: Chapter 6. Race & Color Discrimination.

Feb. 24: Chapter 7. National Origin discrimination.

March 3: Chapter 8. Gender Discrimination.

March 10: Midterm Exam.

March 17: Spring Recess – No Class.

March 24: Chapter 9. Sexual Harassment.

March 31: Chapter 10. Sexual/Affinity Orientation Discrimination.

April 7 : Chapter 11. Religious Discrimination.

April 14 : Chapter 12. Age Discrimination.

April 21 : Chapters 13 & 14. Disability Discrimination; Employee's Right to Privacy.

April 28 : Oral Presentations of Course Project.

May 5 : Final Exam.

Revised: January, 2015