

Lincoln University
BA 135 – Legal Foundations of Business
Course Syllabus
Spring, 2016

Lecture Schedule: Wednesday 3:30 - 6:15 P.M.
Credit: 3 units (45 lecture hours)
Instructor: Professor Richard S. Rachlin
Email: rrachlin@lincolnuca.edu
Office Hours: Wednesday 2:30 - 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 help the student gain a knowledge of regulations within the workplace and the various types of discrimination that may affect his/her employment. Students will be instructed through lectures and case study on how employee relations are regulated and the rights and responsibilities of both employees and employers.

Instructional Methods

The course will be conducted in the form of lectures and discussions.

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 both oral and written 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:

| | |
|-----------------------------------|--------------|
| Final examination: | 50 per cent |
| Class Attendance & Participation: | 35 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

Feb. 3 : Chapters 2 & 3 Civil Rights Act of 1964.

Feb. 10 : Chapter 3 Affirmative Action.

Feb. 17 : Chapter 5 Race & Color Discrimination

Feb. 24 : Chapters 5 & 6 National Origin Discrimination

March 2: Chapter 7 Gender Discrimination

March 9: Essay on Chapters 1-7

March 16: Spring Recess – No Class

March 23: Chapter 8 Sexual Harassment

March 30: Chapter 9 Sexual/Affinity Orientation Discrimination

April 6 : Chapter 10 Religious Discrimination

April 13 : Chapter 11 Age Discrimination

April 20 : Chapters 13 & 14 Disability Discrimination; Employee's Right to Privacy

April 27 : Oral Presentations of Course Project

May 4 : Final Exam

Revised: January 14, 2016