



Lincoln University

BA 135 – Legal Foundations of Business

COURSE SYLLABUS

2018

Instructor: Prof. Richard S. Rachlin
Lecture Schedule: Mondays & Wednesdays 6:30 - 9:15 P.M.
Credits: 3 units / 45 lecture hours
Level: Developed (D)
Office Hours: Wednesdays 2:30 - 3:30 P.M., by appointment
e-mail: rrachlin@lincolnuca.edu
Textbooks: Employment Law for Business
8th Edition, Bennett-Alexander & Hartman, McGraw-Hill,
N.Y. N.Y., 2015, ISBN-13: 978-0-07-802379-8

Last Revision: January 17, 2018

CATALOG 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

EDUCATIONAL 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.

COURSE LEARNING OUTCOMES¹

	Course Outcome	Program LO	Institutional LO	Assessment Activities
1	Demonstrate an ability to understand and apply the effectively communicate in specialized legal environment.	PLO 3	ILO 2a, ILO 7a	Homework, participation in the in-class discussions; video case studies; quizzes; midterm/final exams
2	Be able to understand the relationship between legal requirements and ethical standards.	PLO 5	ILO 3a, ILO 4a	Participation in the in-class discussions; video case studies; quizzes; midterm/final exams

INSTRUCTIONAL METHODS

This is a direct classroom instruction course.

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

Assignments and projects require students to actively use resources of the library. Detailed guide to business *resources of the library* as well as the description of Lincoln University approach to *information literacy* are available at the [Center for Teaching and Learning](http://ctl.lincolnuca.edu) website (ctl.lincolnuca.edu).

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

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100 per cent

¹ Detailed description of learning outcomes and information about the assessment procedure are available at the [Center for Teaching and Learning](http://ctl.lincolnuca.edu) website (ctl.lincolnuca.edu).

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 SCHEDULE

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

Week	Assignments
1:	Overview
2:	Chapters 1 & 2 Employment Regulation
3:	Civil Rights Act of 1964.
4:	Chapter 5 Affirmative Action.
5:	Chapters 5 & 6 Race & Color Discrimination
6:	Chapter 7 National Origin Discrimination
7:	Chapters 7 & 8 Gender Discrimination
8:	Essay on Chapters 1-3 & Chapters 5-8
9:	Chapter 9 Sexual Harassment
10:	Chapter 10 Sexual Orientation & Gender Identity Discrimination
11:	Chapter 11 Religious Discrimination
12:	Thanksgiving Recess- No Class
13:	Chapters 13 & 14 Disability Discrimination; Employee's Right to Privacy
14:	Oral Presentations of Course Project
15:	Final Exam