Course Number: ADGR775301
Course Title: Employment Law
Semester: Summer Session I (May 17 - June 24)
Credits: 3 Credits
Class Times: Monday/Wednesday, 6:30pm-9:45pm

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Boston College Mission Statement
Strengthened by more than a century and a half of dedication to academic excellence, Boston College commits itself to the highest standards of teaching and research in undergraduate, graduate and professional programs and to the pursuit of a just society through its own accomplishments, the work of its faculty and staff, and the achievements of its graduates. It seeks both to advance its place among the nation’s finest universities and to bring to the company of its distinguished peers and to contemporary society the richness of the Catholic intellectual ideal of a mutually illuminating relationship between religious faith and free intellectual inquiry.

Boston College draws inspiration for its academic societal mission from its distinctive religious tradition. As a Catholic and Jesuit university, it is rooted in a world view that encounters God in all creation and through all human activity, especially in the search for truth in every discipline, in the desire to learn, and in the call to live justly together. In this spirit, the University regards the contribution of different religious traditions and value systems as essential to the fullness of its intellectual life and to the continuous development of its distinctive intellectual heritage.

Course Description
This introduction to the rapidly evolving law of the workplace focuses on how the law works in practice today providing important information for employees and managers. Looks at traditional common law such as “Employment At Will” and areas of employment law topics including hiring, promotion and termination, workplace security, privacy and safety, compensation and benefits, immigration, and labor-management relations. The course also covers the various laws prohibiting discrimination in the workplace, with a focus on federal statutes and regulations as well as the emerging legal issues around Social Media in the workplace.

Textbooks & Readings (Required)
- Various case studies, articles, and other handouts, all of which will be made available on Canvas by Professor Powers
Canvas
Canvas is the Learning Management System (LMS) at Boston College, designed to help faculty and students share ideas, collaborate on assignments, discuss course readings and materials, submit assignments, and much more - all online. As a Boston College student, you should familiarize yourself with this important tool. For more information and training resources for using Canvas, click here.

Course Objectives
1. Students will be able to demonstrate knowledge of employment laws and other legal requirements across cultural settings and will learn the impact of culture, gender, and age in work settings as demonstrated by classroom interactions and course assignments.
2. Students will demonstrate ethical knowledge and understanding pertaining to employment decisions and law as demonstrated by classroom interactions and discussion topics, and course assignments.
3. Students will learn, through class readings and discussions, the major legal employment law concepts underlying and affecting statutory and decisional law relative to the workplace.
4. Students will be able to identify legal issues in selected employment case fact patterns, and provide sound legal analysis and conclusions to same.

Grading
This course consists of lecture, class discussions, in-class group exercises, and outside readings, involving case studies, legal cases, law review articles, and other class hand-outs. There will be a mid-term and final exam, consisting of hypothetical fact patterns relating to the legal, social, and Constitutional issues addressed in class pertaining to employment law.

Your final grade will be calculated as follows:
- Class Participation: 25%
- Mid-term: 35%
- Final: 40%

The undergraduate grading system for Woods College is as follows:

A (4.00), A- (3.67)
B+ (3.33), B (3.00), B- (2.67)
C+ (2.33), C (2.00), C- (1.67)
D+ (1.33), D (1.00), D- (.67)
F (.00)

The graduate grading system for Woods College is as follows:

A (4.00), A- (3.67)
B+ (3.33), B (3.00)
B- (2.67), passing but does not count toward degree
C (2.00), passing but not for degree credit
F (.00)
All students can access final grades through Agora after the grading deadline each semester. Students who complete course evaluations can access grades earlier, as they are posted.

**Deadlines and Late Work**
Assignments are due at the beginning of the class period on the specified dates, unless Professor Powers states, in writing, otherwise. Late assignments will not be accepted; however, depending on the circumstances involved, Professor Powers may accept late assignments per a case-by-case basis.

**Course Assignments**
This is a three (3) credit class that meets for three (3) hours and thirty (30) minutes. It is expected that approximately eight (8) hours per week of your study time will be spent on out of class reading and exercises. The schedule of topics and assignments are listed below. Of note, some weeks will require more time and some weeks less, but the average is approximately 8 hours per week over the course of the semester.

You are expected to complete the out of class course assignments, as set forth in the following **Class Schedule / Topical Outline**:

**Course Schedule**

<table>
<thead>
<tr>
<th>Class Date</th>
<th>Topic</th>
<th>Readings/Assignments</th>
<th>Due Date</th>
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</table>
| 5/18       | Class Overview  
The Hiring Process                        | See Readings under the Assignments Section of Canvas      | 5/18     |
| 5/20       | The Hiring Process                                          | See Readings under the Assignments Section of Canvas      | 5/20     |
| 5/23       | Overview: EEOC, MCAD, & DoL                                 | See Readings under the Assignments Section of Canvas      | 5/23     |
| 5/25       | Discrimination in the Workplace                             | See Readings under the Assignments Section of Canvas      | 5/25     |
| 6/1        | Discrimination in the Workplace                             | See Readings under the Assignments Section of Canvas      | 6/1      |
| 6/6        | Mid-Term                                                    |                                                           | 6/6      |
| 6/8        | Sexual Harassment                                           | See Readings under the Assignments Section of Canvas      | 6/8      |
| 6/13       | Whistleblower Rights                                        | See Readings under the Assignments Section of Canvas      | 6/13     |
| 6/15       | Employee Benefits: Pay, Leave, Health Care, Retirement      | See Readings under the Assignments Section of Canvas      | 6/15     |
| 6/20       | Professionalism in the Workplace, Litigation, & Mitigation  | See Readings under the Assignments Section of Canvas      | 6/20     |
| 6/22       | Final Exam                                                  | N/A                                                       | 6/22     |
Written Work
Woods College students are expected to prepare professional, polished written work. Written materials must be typed and submitted in the format required by your instructor. Strive for a thorough yet concise style. Cite literature appropriately, using APA, MLA or CLA style per your instructor’s requirements. Develop your thoughts fully, clearly, logically and specifically. Proofread all materials to ensure the use of proper grammar, punctuation and spelling. For writing support, please contact the Connors Family Learning Center.

Attendance
Attending class is an important component of learning. Students are expected to attend all class sessions. When circumstances prevent a student from attending class, the student is responsible for contacting the instructor before the class meets. Students who miss class are still expected to complete all assignments and meet all deadlines. Many instructors grade for participation; if you miss class, you cannot make up participation points associated with that class. Makeup work may be assigned at the discretion of the instructor. If circumstances necessitate excessive absence from class, the student should consider withdrawing from the class. **Class attendance is mandatory and critical to your success in this course. If you do not attend the majority of classes, you will receive a failing grade.**

Consistent with BC’s commitment to creating a learning environment that is respectful of persons of differing backgrounds, we believe that every reasonable effort should be made to allow members of the university community to observe their religious holidays without jeopardizing their academic status. Students are responsible for reviewing course syllabi as soon as possible, and for communicating with the instructor promptly regarding any possible conflicts with observed religious holidays. Students are responsible for completing all class requirements for days missed due to conflicts with religious holidays.

Accommodation and Accessibility
Boston College is committed to providing accommodations to students, faculty, staff and visitors with disabilities. Specific documentation from the appropriate office is required for students seeking accommodation in Woods College courses. Advanced notice and formal registration with the appropriate office is required to facilitate this process. There are two separate offices at BC that coordinate services for students with disabilities:

- The Connors Family Learning Center (CFLC) coordinates services for students with LD and ADHD.
- The Disabilities Services Office (DSO) coordinates services for all other disabilities.

Find out more about BC’s commitment to accessibility at www.bc.edu/sites/accessibility.

Scholarship and Academic Integrity
Students in Woods College courses must produce original work and cite references appropriately. Failure to cite references is plagiarism. Academic dishonesty includes, but is not necessarily limited to, plagiarism, fabrication, facilitating academic dishonesty, cheating on exams or assignments, or submitting the same material or substantially similar material to meet the requirements of more than one course without seeking permission of all instructors concerned. Scholaristic misconduct may also involve, but is not necessarily limited to, acts that violate the rights of other students, such as depriving another student of course materials or interfering with another student’s work. Please see the Boston College policy on academic integrity for more information.