

# Minnesota State University Moorhead

## PARA 321: Employment Law

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites:

- ACCT 304 - Legal Environment of Business

Corequisites: None

MnTC Goals: None

An exploration of the legal nature of the employment relationship including contract and liability issues and major stages of the employment relationship, including hiring, evaluation and termination. Coverage includes antidiscrimination law and the Family and Medical Leave Act.

**B. COURSE EFFECTIVE DATES:** 10/19/2004 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Regulations of Employment
2. Employer-Employee Relationship
3. Evaluation and Regulations of Job Performance
4. Right to Privacy and other protections
5. Title VII of Civil Rights Act of 1964
6. Title VII: The beginning of the employment relationship
7. Title VII: The beginning of the employment relationship
8. Affirmative Action
9. Race Discrimination
10. National Origin Discrimination
11. Gender Discrimination
12. Sexual Harassment
13. Affinity Orientation Discrimination
14. Religious Discrimination
15. Age Discrimination
16. Disability Discrimination

### D. LEARNING OUTCOMES (General)

1. To familiarize the student with the basic legal framework for understanding the employment relationship including the employment at will doctrine and its erosion, contract and terms and restrictions and antidiscrimination law along with strategies for compliance.

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted