

Lincoln University
BA 135 – Legal Foundations of Business
Course Syllabus
Fall, 2017

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

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 interactive 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

Oct. 16: Overview

Oct. 18: **Chapters 1 & 2** Employment Regulation

Oct. 23: **Chapters 2 & 3** Civil Rights Act of 1964.

Oct. 25: **Chapter 5** Affirmative Action.

Oct. 30: **Chapters 5 & 6** Race & Color Discrimination

Nov. 1: **Chapter 7** National Origin Discrimination

Nov 6: **Chapters 7 & 8** Gender Discrimination

Nov. 8: **Essay on Chapters 1-3 & Chapters 5-8**

Nov. 13: **Chapter 9** Sexual Harassment

Nov. 15: **Chapter 10** Sexual Orientation & Gender Identity Discrimination

Nov. 20: **Chapter 11** Religious Discrimination

Nov. 22: **Thanksgiving Recess- No Class**

Nov. 27: **Chapter 12** Age Discrimination

Nov. 29: **Chapters 13 & 14** Disability Discrimination; Employee's Right to Privacy

Dec. 4 : **Oral Presentations of Course Project**

Dec. 6 : **Final Exam**

Revised: August, 2017

Appendix. Program and Institutional Learning Outcomes.

Institutional Learning Outcomes (ILOs)	
<i>Graduates of the BA program of Lincoln University should be able to:</i>	
1a	Develop the habits and skills necessary for processing information based on intellectual commitment, and using these skills to guide behavior.
2a	Raise important questions and problems, and formulate them clearly and precisely in oral or written communication
3a	Act with dignity and follow the principles concerning the quality of life of all people, recognizing an obligation to protect fundamental human rights and to respect the diversity of all cultures.
4a	Focus on individual and organizational benefits; communicate to co-workers and company's leadership in facilitation of collaborative environment; to be honest and transparent with regard to their work, and to be respectful of the work of others.
5a	Display sincerity and integrity in all their actions, which should be based on reason and moral principles; to inspire others by showing mental and spiritual endurance
6a	Show creativity by thinking of new and better goals, ideas, and solutions to problems; to be resourceful problem solvers.
7a	Define and explain the boundaries, divisions, styles and practices of the field, and define and properly use the principal terms in the field

Program Level Outcomes (PLOs)	
<i>Students graduating our BA program will be able to:</i>	
1	Demonstrate knowledge in the principle areas of general business and specific areas of concentration, which include: general business, management, entrepreneurship, and management information business.
2	Determine the information needed to evaluate a business problem. Apply critical thinking and reasoning skills to recognize credibility and accuracy.
3	Demonstrate the ability to communicate with others using written and oral communication tools.
4	Demonstrate the ability to use analytical skills to understand business problems and make well-informed decisions.
5	Apply and comply with ethical and legal principles and evaluate different ethical perspectives.