

LINCOLN UNIVERSITY
BA 135 – Legal Foundations of Business
COURSE SYLLABUS
Department of Business and Economics
Fall, 2024

Lecture Schedule: Tuesday 12:30 – 3:15 PM
Credit: 3 units (45 lecture hours)
Level: Developed (D)
Instructor: Prof. Ken Germann, MBA, JD
Office Hours: TBA
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Textbook: Employment Law for Business
Sixth Edition, by Bennett-Alexander and Hartman, McGraw-Hill, NY,NY, 2009
ISBN-13:978-0-07-337763-6

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

COURSE OBJECTIVES

- * Students will understand how employee relations are regulated.
- * Students will understand the different types of discrimination which affect employment.
- * Students will have a thorough knowledge of regulation in the workplace.
- * Students will learn the rights and responsibilities of employers and employees.

STUDENT LEARNING OUTCOMES

After this course:

- Students will understand the scope and challenges of international marketing PLO1,ILO 1A, 2A
- Students will understand the changes in different economic, social and political systems PLO2,ILO 2,7A
- Students will be able to assess opportunities and develop corresponding strategies PLO4,ILO4,5,6A
- Students will be able to do research and develop a comprehensive marketing plan PLO6,ILO3A

PROCEDURES AND METHODOLOGY

Lecture method is used in combination with business case studies. The emphasis will be on learning by doing. Every student must participate in an intensive preparation and classroom activity.

INSTRUCTIONAL METHODS

Instructional methods will include lectures, classroom activities presentations and video material.

Assignments and projects require students to actively use resources of the library. Detailed guide to

| | | |
|----|---|----------|
| 2 | (a) Civil Rights Act | Ch. 2 |
| | (b) Legal Construction of the Environmental Environment | Ch. 3 |
| 3 | (a) Affirmative Action | Ch. 4 |
| | (b) Race and Color Discrimination | Ch. 5 |
| 4 | National Origin Discrimination | Ch. 6 |
| 5 | Gender Discrimination | Ch. 7 |
| 6 | Sexual Harassment | Ch. 8 |
| 7 | (a) Review | Ch. 1-8 |
| | (b) Midterm Exam | |
| 8 | Affinity Orientation Discrimination | Ch. 9 |
| 9 | Religious Discrimination | Ch. 10 |
| 10 | Age Discrimination | Ch. 11 |
| 11 | Disability Discrimination | Ch. 12 |
| 12 | (a) Employee Rights | Ch. 13 |
| | (b) Labor Law | Ch. 14 |
| 13 | Benefits and Protections | Ch. 15 |
| 14 | (a) Review | |
| | (b) Final Exam | Ch. 9-15 |
| 15 | (a) Written Course Project Due | |
| | (b) Oral Presentation of Course Project | |

TOPICAL COURSE OUTLINE

| | |
|--------|--|
| Part 1 | The Regulation of the Employment Relationship |
| Ch 1 | The Regulation of Employment |
| Ch 2 | Title VII of the Civil Rights Act |
| Ch 3 | Legal Construction of the Employment Environment |
| Part 2 | The Regulation of Discrimination in Employment |
| Ch 4 | Affirmative Action |
| Ch 5 | Race and Color Discrimination |
| Ch 6 | National Origin Discrimination |
| Ch 7 | Gender Discrimination |
| Ch 8 | Sexual Harassment |
| Ch 9 | Affinity Orientation Discrimination |
| Ch 10 | Religious Discrimination |
| Ch 11 | Age Discrimination |
| Ch 12 | Disability Discrimination |
| Part 3 | The Regulation of the Employment Environment |
| Ch 13 | The Employee's Right to Privacy |
| Ch 14 | Labor Law |
| Ch 15 | Selected Employment Benefits |

COMMENTS

- * Participation is required. What you put into the class will determine what you get out of it - and what others get out of it.
- * Please come on time. Late arrivals disturb everyone else.

- * If you miss a class, you are responsible for getting notes on the material covered from a classmate.
- * To avoid distracting noise in class, cellular phones must be turned off or the ringing mode silenced.
- * Questions and comments during the class are welcome. Do not hesitate to ask questions.

MODIFICATION OF THE SYLLABUS

The instructor reserves the right to modify this syllabus at any time during the semester.

Announcements of any changes will be made in the classroom.

INSTRUCTOR BIO

My first career was in operations for manufacturers. I worked as an expeditor, quality control inspector, junior chemist, front line supervisor and plant manager. I was lucky enough to be a poverty attorney during the “War on Poverty”. My third career was as a producer, director, script writer and actor for a murder mystery company. For the past thirty years I have had a consulting firm, specializing in management and marketing problems.

Like many students, I pursued four degree programs while working full time. My passion is teaching. I have over thirty years of teaching graduate and undergraduate business classes. My other interests are family and travel. I have had an opportunity to work and travel to 191 countries.

Revised January 13.2021

COURSE LEARNING OUTCOMES¹

| | Course LO | 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 |

¹ Detailed description of learning outcomes and information about the assessment procedure are available at the [Learning Outcomes Assessment](#) section of LU website.