

**LINCOLN UNIVERSITY**  
**BA 135 – Legal Foundations of Business**  
**COURSE SYLLABUS**  
**Department of Business and Economics**  
**Spring, 2026**

**Lecture Schedule:** Tuesday 12:30 – 3:15 PM....10 minutes late is considered an absence  
**Credit:** 3 units (45 lecture hours)  
**Level:** Developed (D)  
**Instructor:** Prof. Ken Germann, MBA, JD  
**Office Hours:** TBA  
**Home e-mail:** [KGermann@lincolnuca.edu](mailto:KGermann@lincolnuca.edu)  
**Home Phone:** (510) 531-3082  
**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

#### **PROCERDURES 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 business *resources of the library* as well as the description of Lincoln University approach to *information*

*literacy* are available at the [LU Library](#) website ([lincolnuca.libguides.com](http://lincolnuca.libguides.com)).

## COURSE PROJECT

Every student must complete develop a plan setting the personnel policies and procedures for an actual company. The policies and procedures will come from the materials covered in the assigned readings and lectures. The written final project and an oral presentation of the final project will on the last day of class. Your grade will be determined by your designing personnel policies which meet your chosen business's needs.

## REQUIREMENTS

Continuous assessment is emphasized. Written assignments will be given every week. Reading, writing and “business case study” assignments are scheduled throughout the course. Students must complete all assignments and take all exams on the dates scheduled. Plagiarism will result in the grade “F” and a report to the administration.

## ATTENDANCE

Students are expected to attend each class session. If you cannot attend a class due to a valid reason, please notify the instructor prior to the class. There will be no make-up assignment.

## EXAMS

Both midterm and final exams are structured as written essays to answer the given questions. Examples to illustrate; and references to statute and case law are mandatory. Exams will cover all assigned chapters, any additional readings or supplementary materials covered in class.

## GRADING

Class Participation	100 points
Case Studies	100 points
Mid-term exam	100 points
Final exam	100 points
Course Project - Written 50 points	
Oral 50 points	<u>100 points</u>
Total	500 points

470-500	A	365-384	C
450-469	A-	350-364	C-
435-449	B+	335-349	D+
415-434	B	315-334	D
400-414	B-	300-314	D-
385-399	C+	299-below	F

## COURSE SCHEDULE

Lectures	Topic	Chapters
1	Overview	
	Regulation of Employment	Ch. 1
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 expediter, 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 OUTCOMES<sup>1</sup>**

	<b>Course LO</b>	<b>Program LO</b>	<b>Institutional LO</b>	<b>Assessment Activities</b>
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

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