



Western Technical College

10116158 Employment Law

Course Outcome Summary

Course Information

Description	Students begin by analyzing their own beliefs and behaviors regarding discrimination. Then, through in-depth case analyses, oral presentations, and debates, students learn about the intricacies of federal and Wisconsin equal employment opportunity laws. Topics include legislation and Supreme Court decisions related to civil rights, age discrimination, disabilities, pay equity, affirmative action, etc.
Career Cluster	Business Management and Administration
Instructional Level	Associate Degree Courses
Total Credits	3
Total Hours	54

Pre/Corequisites

Prerequisite 10116117 Intro to HR Management

Prerequisite 10116118 HR Professionalism

Textbooks

The Essential Guide to Federal Employment Law. 7th Edition. Copyright 2022. Guerin, Lisa and Sachi Barreiro. Publisher: Ingram Publisher Services. **ISBN-13:** 978-1-4133-2979-7. Required.

Success Abilities

1. Live Responsibly: Embrace Sustainability
2. Live Responsibly: Foster Accountability
3. Refine Professionalism: Act Ethically

Program Outcomes

1. Incorporate employment law into business practices
2. Facilitate effective employee relations

Course Competencies

1. Investigate the history of discrimination.

Assessment Strategies

- 1.1. Oral Presentation
- 1.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 1.1. you recognize existence of employment law embedded in current event
- 1.2. you reflect upon the historical basis of that discriminatory behavior

Learning Objectives

- 1.a. Discuss the history of discrimination
- 1.b. Recognize the existence of discrimination.
- 1.c. Recognize the impact of discrimination upon the human resource functions.

2. Analyze individual beliefs and corresponding behaviors regarding discrimination.

Assessment Strategies

- 2.1. Self Assessment
- 2.2. Written Product
- 2.3. Reflection

Criteria

You will know you are successful when:

- 2.1. you identify existing bias in thoughts and/or actions
- 2.2. you write paper reflecting your most serious discriminatory attitudes and behaviors
- 2.3. you identify how your biases may be overcome
- 2.4. you reflect on impact of watching video on your future potential actions

Learning Objectives

- 2.a. Identify one's own beliefs regarding groups of individuals who have traditionally been discriminated against
- 2.b. Recognize one's own discriminatory attitudes and behaviors
- 2.c. Examine one's own discriminatory attitudes and behaviors
- 2.d. Explain one's own discriminatory attitudes and behaviors

3. Summarize federal equal employment opportunity laws and executive orders.

Assessment Strategies

- 3.1. Oral Presentation
- 3.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 3.1. you present case law regarding federal employment law
- 3.2. you properly identify federal employment laws by acronym at 70% or higher

Learning Objectives

- 3.a. Identify federal laws impacting equal employment opportunities.
- 3.b. Discuss federal equal employment opportunity laws.
- 3.c. Articulate a general understanding of federal equal employment opportunity laws.
- 3.d. Describe how federal equal employment opportunity laws impact human resource functions.

4. Summarize equal employment opportunity laws of Wisconsin.

Assessment Strategies

- 4.1. Oral Presentation
- 4.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 4.1. you identify areas of concern
- 4.2. you relate Wisconsin law to federal counterpart (if applicable)

Learning Objectives

- 4.a. Identify Wisconsin laws impacting equal employment opportunities
- 4.b. Discuss Wisconsin equal employment opportunity laws
- 4.c. Articulate a general understanding of Wisconsin equal employment opportunity laws
- 4.d. Describe how Wisconsin equal employment opportunity laws impact human resource functions

5. Distinguish between the processes used to resolve equal employment opportunity disputes.

Assessment Strategies

- 5.1. Oral Presentation
- 5.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 5.1. you establish when a prima facie case exists
- 5.2. you identify processes and timelines for resolving equal employment opportunity complaints
- 5.3. you explain judicial and Equal Employment Opportunity Commission processes

Learning Objectives

- 5.a. Define prima facie case
- 5.b. Discuss how the U.S. Judicial System and Equal Employment Opportunity Commission processes function
- 5.c. Explain alternative dispute resolution
- 5.d. List potential penalties imposed to employers who violate equal employment opportunities

6. Critique equal employment opportunity laws and related judicial cases.

Assessment Strategies

- 6.1. Oral Presentation
- 6.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 6.1. you identify the legal issue(s) at hand
- 6.2. you provide court's determinations
- 6.3. you examine how landmark judicial case impacts the work of human resource professionals
- 6.4. you relate case to Wisconsin case law

Learning Objectives

- 6.a. Interpret equal employment opportunity cases and related laws
- 6.b. Articulate how outcome of assigned case impacts future case law
- 6.c. Describe the impact of equal employment opportunity case law on human resource functions
- 6.d. Translate information from equal employment opportunity case law into decision making guidelines for human resource functions
- 6.e. Differentiate discriminatory from nondiscriminatory human resource actions and decisions

7. Explore wage and hour regulations.

Assessment Strategies

- 7.1. Oral Presentation
- 7.2. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 7.1. you differentiate between equal pay for equal work and comparable worth
- 7.2. you describe the impact of Fair Labor Standards Act on workplaces
- 7.3. you differentiate between employee status and independent contractor status
- 7.4. you examine pay issues

Learning Objectives

- 7.a. Analyze significance of Equal Pay Act
- 7.b. Identify Fair Labor Standards Act exemptions
- 7.c. Differentiate between employees and independent contractors
- 7.d. Articulate compensation's legal parameters

8. Justify employment relationship.

Assessment Strategies

- 8.1. Written Objective Test (score 70% or higher)

Criteria

You will know you are successful when:

- 8.1. you articulate exceptions to employment at will doctrine
- 8.2. you identify when Worker Adjustment and Retraining Notification Act applies
- 8.3. you critique if negligent hiring, retention or referral may affect employment
- 8.4. you identify relevant issues related to employment-related contracts

Learning Objectives

- 8.a. Describe employment at will
- 8.b. Identify when employment-related agreements are recommended
- 8.c. Explain the termination process
- 8.d. Identify potential equal employment opportunity impacts of employment termination
- 8.e. Apply concepts of negligent hiring, negligent retention and negligent referral