
Course Prefix/Number: BUS 128
Course Title: Employment Law
Lecture Hours/Week: 3.0
Lab Hours/Week: 0.0
Credit Hours/Semester: 3.0

[Distance Learning Attendance/VA Statement](#)
[Textbook Information](#)

COURSE DESCRIPTION

This covers the overall employment law with emphasis on employment relationship and liability, employment discrimination, and current trends in the regulatory aspect of employment.

COURSE COMPETENCIES

Module 1 – The Employee/Employer Relationship

- Discuss the nature of the employer/employee relationship.
- Identify work relationships other than employee/employer; e.g. independent contractor, student worker, temporary agency employee.

Module 2 – EEO Discrimination in Employment

- Discuss the major EEO laws.
- Define and Identify protected classes.
- Discuss the trial process and penalties associated with EEO laws.

Module 3 – Regulation of the Employment Environment

- Describe the issues/laws relating to the staffing, training, and evaluating functions of management.

Module 4 – Emerging Trends in Employment Law

- Discuss current issues and trends in employment law.

Note – Modules may not be presented in the order appearing on this syllabus

STANDARDS

Assignments must be completed as designated in “Evaluation Strategies/Grading” below. A minimum grade of “**C**” will be required for this course to count toward the graduation requirements in degree/certificate programs in the Business Administration Department.

REQUIREMENTS

Attendance Policy

Students are responsible for attending all scheduled meetings in the courses in which they are enrolled until they have completed all course requirements. Students are responsible for all material covered and for all assignments made in all classes. Students who are absent from a

class more than 10 percent of the scheduled class hours may be withdrawn from the course. Withdrawal before midterm will result in a grade of “W.” Withdrawal after midterm will result in a grade of either “W” or “WF” at the discretion of the instructor.

Academic Honesty

Students are expected to adhere to the college policy regarding student conduct as stated in the college handbook.

EVALUATION STRATEGIES/GRADING

Final course grade will be determined by a student’s performance on the combination of four module grades. Each module grade may be comprised of objective test questions, subjective test questions, homework, individual or group projects, individual or group oral reports, cases, etc., as required by the instructor. Each module grade will account for a percentage of the course grade as shown below.

FINAL GRADE:

Module Grade # 1 = 20%

Module Grade # 2 = 50%

Module Grade # 3 = 20%

Module Grade # 4 = 10%

GRADING SCALE:

A = 90-100%

B = 80-89.9%

C = 70-79.9%

D = 60-69.9%

F = 59.9% or below

ENTRY-LEVEL SKILLS

The student should have a basic knowledge of the business environment.

PREREQUISITES: None

CO-REQUISITES: None

Disabilities Statement: Any student who feels s/he may need an accommodation based on the impact of a disability should contact the Special Resources Offices (SR) at 803-327-8007 in the 300 area of Student Services. The SRO coordinates reasonable accommodations for students with documented disabilities.