

# BUS 217 Employment Law and Regulations

This course introduces the principle laws and regulations affecting public and their employees or prospective employees. Topics include affirmative action, and employee rights and protections. Upon completion to evaluate organization policy for compliance and assure that decisions Course BUS PERK Class, Semester BUS Credit, 3

## LEARNING OUTCOMES:

Upon completing requirements for this course, the student will be able to:

1. Define fair employment practices, EEO, affirmative action.
2. Identify employee rights and protections.
3. Evaluate organization policy for compliance.
4. Evaluate decisions to assure they are not contrary to law.

## OUTLINE OF INSTRUCTION:

- I. Overview of Employment Law
  - A. Sources of employment law
  - B. Substantive rights under employment law
  - C. History of employment law
- II. The Employment Relationship
  - A. Employee types  
Types of employment discrimination
- IV. The Pre-Employment Process
  - A. Recruitment, applic

- VI. Diverse Workforce Management Issues
  - A. Affirmative action
  - B. Harassment
  - C. Disability and religion accommodations
  - D. Work-life conflicts and other diversity issues
  
- VII. Exploration of Pay and Benefits
  - A. Wage and hour standards and laws
  - B. Pay discrimination, law and policy
  - C. Benefit requirements and types
  
- VIII. Collective Bargaining and Unions
  - A. Explanation of collective bargaining
  - B.