GENERAL INFORMATION AND SYLLABUS
BUSINESS LAW - BLAW 4356.001
SPRING 2024
T, R 12:30 – 1:45
Room 167

Instructor: Dr. Justin R. Blount
Nelson Rusche College of Business/McGee Building 229K
Tel: (936) 468-3103 Department
Tel: (936) 468-1785 Office
Email: blountjr@sfasu.edu

Office Hours:

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<th>Office Hours</th>
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<tr>
<td>Monday</td>
<td>1:00 p.m. – 3:00 p.m.</td>
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<td>Tuesday</td>
<td>9:00 a.m. – 11:00 a.m. 2:00 p.m. – 3:45 p.m.</td>
<td>12:30 p.m. – 1:45 p.m.</td>
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<td>Wednesday</td>
<td>9:00 a.m. – 11:00 a.m. (online) 2:30 p.m. – 3:45 p.m.</td>
<td>1:00 p.m. – 2:15 p.m.</td>
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<td>Thursday</td>
<td>10:00 a.m. – 11:00 a.m. (online)</td>
<td>12:30 p.m. – 1:45 p.m.  6:45 p.m. – 9:15 p.m.</td>
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<td>Friday</td>
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Text: Required: All reading materials are either in D2L or will be available for free online.

Course Description: A study of the legal principles which define the relationship between employers and employees including obligations imposed by federal and state statutes.

Program Learning Outcomes: Program learning outcomes define the knowledge, skills, and abilities students are expected to demonstrate upon completion of an academic program. These learning outcomes are regularly assessed to determine student learning and to evaluate overall program effectiveness. You may access the program learning outcomes for your major and particular courses at http://www.sfasu.edu/cob/ug-plo.asp.

Student Learning Outcomes/Course Goals and Objectives: The course focuses on the regulatory environment of the employer-employee relationship in business. Students will identify, describe, and analyze the legal terms, concepts, rules, and standards in employment law. Students will analyze employment situations relative to managerial policies and decisions in the workplace and apply legal principles to resolve employment situations within the bounds of the law.

COURSE REQUIREMENTS:

Examinations: There will be 1 final essay exam worth 200 points. This final exam will be comprehensive. Students are responsible on this exam for all material covered in class and also for all reading assigned outside of class. This examination is considered to be a major part of the course work upon which a large part of your grade depends. This will be a “take home” exam which you complete outside of class and which you hand in via D2L dropbox. The exam is due via D2L dropbox at the time set forth in the course schedule. I WILL NOT ACCEPT ANY LATE EXAMS! IF YOU DO NOT SUBMIT YOUR EXAM VIA D2L DROPBOX ON TIME, YOU WILL RECEIVE A ZERO! You must submit your final exam answer in Microsoft Word format, or it will not be considered turned in.
You may use your book and notes on this final exam, however, you must complete the final exam yourself and do so independently (i.e. you cannot work in groups). I will be using D2L plagiarism detection software on your exams when you turn them in, and if your answer substantially matches another student’s, then you will be receiving a greatly reduced grade for academic dishonesty, up to and including a zero on your exam or in the course as a whole.

Module Quizzes/Exams: There will be a quiz for each of the five modules in the class, administered through D2L. These quizzes are worth 30 points each (150 points total). For the module quizzes, you are allowed to use your book, class notes, and any other study aids you have.

All exams are individual work, but are open book and notes/outlines. There is a lot of detailed material in this course, and I am more concerned with your ability to understand and apply it rather than your ability to memorize it. So you are encouraged to take good notes and use your materials and notes on the tests! While you are allowed to use your materials and notes, you are not allowed to collaborate with others on the exams or to try to find answers to the questions online. Using any materials that are not allowed or taking the exam with others is considered academic dishonesty, and if you are caught appropriate measures will be taken, up to and including a failing grade in the course.

Written Assignments: For this class, you will be writing several assignments.

Case Briefs: You will complete two case briefs (worth 75 points each) using the “IRAC” method of legal analysis for cases that you will pull from the Westlaw legal database available through the Steen Library. Further details and instructions on these assignments are available on D2L.

Other Written Assignments: You will complete four other professional written assignments (worth 50 points each) that will require you to analyze employment law problems and write a written response/solution to the problem in a professional format. Further details and instructions for each of these assignments is available on D2L.

All written assignments must be turned through D2L Dropbox. I WILL NOT ACCEPT HARD COPIES OR EMAILED COPIES. IT IS YOUR RESPONSIBILITY TO KNOW HOW TO USE D2L DROPBOX. Your assignments must be submitted in Microsoft Word file format following the formatting instructions for each assignment. Failure to follow formatting instructions will result in a point deduction.

UNDER NO CIRCUMSTANCES DO I ACCEPT LATE WORK! EACH ASSIGNMENT IS DUE AT THE TIME SET FORTH ON THE SYLLABUS, AND IF YOU FAIL TO TURN IT IN, IN THE PROPER FILE FORMAT, YOU WILL RECEIVE A ZERO! If you do not submit your answer in Microsoft Word format, it will not be accepted and you will receive a zero! If you have used Dropbox correctly you will receive a submission email confirming your submission. If you do not receive this email, then it means you have done something wrong and you should resubmit your assignment. Make sure you retain a copy of this submission email so you can confirm that you did turn in your paper on time if there is a problem.

The dropboxes are set to close at a certain time, as noted in the Course Schedule and in D2L. If your assignment is not in the dropbox by the time it closes, you will receive a zero! Thus, make sure you do not wait until the last minute to submit your assignments! Be sure to submit them early so that if you encounter technical problems you have time to notify me of them so we can try to fix the problem prior to the due date. If you wait until the last minute to submit and you encounter a technical problem that keeps you from submitting (for example, your internet goes out), you will receive a zero. No exceptions!

Participation Points (150 points): It is an important part of the learning process in this course of study for colleagues to share questions, knowledge and insight. As an upper level elective, I expect this class to be very
Your participation in class will be worth 150 points. I will be keeping track of your participation in class and allotting points based upon my evaluation of your participation. Things I will be considering for these points include, but are not limited to:

- Paying attention in class and not looking at your phone or computer.
- Answering questions and providing opinions/insights in class.
- Participating in class discussions voluntarily and respectfully discussing the viewpoints of others in class.
- Exhibiting behaviors/making comments that show that you read the material prior to class.
- On days when we discuss cases, participating in an evaluation/discussion of the case.
- On days in which you have been assigned a case to present to the class, making sure you have read and prepared the case and are ready to present it to the class.
- On days in which we have in class exercises, such as employment negotiations, participating in the exercise.

**Class Participation Bonus Points and Attendance Policy:** All students are expected to attend class, arrive on time, and participate in class discussions. It is an important part of the learning process in this course of study for colleagues to share questions, knowledge and insight. The instructor will take attendance every class period. **It is the student’s responsibility to make sure they are marked as present.** If you are present when roll is called but then leave class early, you will be marked absent. Additionally, if you are present when roll is called but are asked to leave the class due to non-participation or being disruptive to the class, you will be marked absent. Students with zero to one absence will be awarded an additional five (5) bonus points. **Students with excessive unexcused class absences (4 or more) will receive a deduction of 10% of their final earned grade points.** Thus, for example, if a student earns a total of 492 points in the class, then the student’s final grade would be reduced by 49.2 points (10% x 492), and the student’s final point total would be 492 – 49.2 = 442.8. **Students with 6 or more unexcused absences will receive a deduction of 25% of their final earned grade points, which will likely lead to you receiving a failing grade.**

If you need to miss class due to a university excused absence, it is the student’s responsibility to notify the instructor in advance in order to receive an excused absence. Additionally, students may be excused from attendance due to emergency situations. What constitutes a valid emergency that excuses attendance is within the discretion of the instructor, and students may be required to provide evidence of the emergency in order to receive an excused absence.

For face-to-face sessions, attendance will be kept by passing around a sign-in sheet. **Do not sign-in for someone who is absent. I will be checking the signatures on the sign-in sheets for irregularities.** If I determine that you have been having someone else sign-in for you, I will consider this to be academic dishonesty and will take appropriate measures under the SFA academic dishonesty policy, up to and including failing you in the course. Make sure that you sign the sign-in sheet in a consistent manner! It is your responsibility to make sure you show up for class on time. If students begin showing up late consistently, I will lock the doors at the start of class time and will not allow you in the room.

**Cell Phone Usage and other distractions – IMPORTANT!** - Cell phones, computers, or any other type of electronic communication device are not allowed on in the classroom unless the instructor expressly allows otherwise. All such devices must be turned off and put away during class. If you are using a cell phone, computer, or other electronic device rather than participating in class, you may be instructed to leave the classroom and/or considered to be absent by the instructor.

**Grading:** Grades will be determined on the following scale, based on percentage ratio of student’s total accumulated points to the total possible (850) points for the course. Decimals points of .5 and over are rounded.
up to the nearest whole number for determining the final grade (e.g., .795 or 79.5%=80% and would be a B letter grade; .788 or 78.8%=79% and would be a C letter grade).

Scale:
90-100%=A  
80-89%= B  
70-79%= C  
60-69%= D  
Below 60%=F

Unannounced Tests (Pop Quizzes) - I reserve the right to give unannounced tests (pop quizzes). Missed tests for university-excused absences will be made up within two (2) calendar days, or students missing the test will receive a point value of zero (0). It is the student’s total responsibility to make arrangements to take the missed test. Unannounced test points are added to the total possible point accumulation for the course.

Student Conduct (University Policy 10.4):

Classroom behavior should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (see the full Student Conduct Code at http://www.sfasu.edu/policies/student-conduct-code.pdf.) Unacceptable or disruptive behavior will not be tolerated. Students who disrupt the learning environment may be asked to leave class and may be subject to judicial, academic, or other penalties. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc. The instructor shall have full discretion over what behavior is appropriate/ inappropriate in the classroom. Students who do not attend class regularly or who perform poorly on class projects/exams may be referred to the iCare Early Alert Program. This program provides students with recommendations for resources or other assistance that is available to help SFA students succeed.

Student Academic Dishonesty (4.1):

Abiding by university policy on academic integrity is a responsibility of all university faculty and students.

Definition of Academic Dishonesty
Academic dishonesty includes both cheating and plagiarism. Cheating includes, but is not limited to (1) using or attempting to use unauthorized materials on any assignment or exam; (2) falsifying or inventing of any information, including citations, on an assigned exercise; and/or (3) helping or attempting to help another in an act of cheating or plagiarism. Plagiarism is presenting the words or ideas of another person as if they were one's own. Examples of plagiarism include, but are not limited to (1) submitting an assignment as if it were one's own work when is at least partly the work of another person; (2) submitting a work that has been purchased or otherwise obtained from the Internet or another source; and/or (3) incorporating the words or ideas of an author into one's paper without giving the author credit. Penalties may include, but are not limited to reprimand, no credit for the assignment or exam, re-submission of the work, make-up exam, failure of the course, or expulsion from the university. Please read the complete policy at http://www.sfasu.edu/policies/student_academic_dishonesty.pdf

Use of any artificial intelligence (AI) software or tool, such as ChatGPT, to complete any assignment, including but not limited to any exams, research projects, or written work produced in the class, is considered a violation of the Academic Dishonesty policy and will be treated by the instructor as such.

Course Grades (University Policy 5.5):

At the discretion of the instructor of record and with the approval of the academic unit head, a grade of WH will be assigned only if the student cannot complete the course work because of unavoidable circumstances.
Students must complete the work within one calendar year from the end of the semester in which they receive a WH, or the grade automatically becomes an F, except as allowed through policy related to active military service. If students register for the same course in future semesters, the WH will automatically become an F and will be counted as a repeated course for the purpose of computing the grade point average. Please refer to the complete policy at http://www.sfasu.edu/policies/course-grades.pdf.

Students with Disabilities:

To obtain disability related accommodations, alternate formats and/or auxiliary aids, students with disabilities must contact the Office of Disability Services (ODS), Room 325 in the Human Services Building, 468-3004/468-1004 (TDD) as early as possible in the semester. Once verified, ODS will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. Failure to request services in a timely manner may delay your accommodations. For additional information, go to http://www.sfasu.edu/disabilityservices/.

Course Schedule: This is a general outline of material expected to be covered. Material covered, dates of tests, and material covered on each exam may vary slightly as necessitated by the pace in which material is covered. Any material deviations from this schedule will be announced and delivered to students either during class or by email.

Jan. 18 Thu. Intro. + Module 1 – Introduction to Employment Law
Jan. 23 Tues. Module 1 – Introduction to Employment Law
Jan. 25 Thur. Module 1 – Introduction to Employment Law
Jan. 30 Tues. Module 1 – Introduction to Employment Law
Feb. 1 Thur. Module 2 Employment Discrimination (Race, Color, National Origin)

Feb. 4 Sun. Employer Liability Memorandum Assignment due via D2L Dropbox by 11:59 p.m.
Exam # 1 due by 11:59 p.m.

Feb. 6 Tues. Module 2 – Employment Discrimination (Race, Color, National Origin)
Feb. 8 Thur. Module 2 – Employment Discrimination (Race, Color, National Origin)
Feb. 15 Thur. Module 2 – Employment Discrimination (Race, Color, National Origin)

Feb. 18 Sun. Case Brief – Young v St. James Management, LLC due via D2L Dropbox by 11:59 p.m.
Exam # 2 due by 11:59 p.m.

Feb. 20 Tues. Module 3 – Employment Discrimination (Sex, Religion, Other Topics)
Feb. 22 Thur. Module 3 – Employment Discrimination (Sex, Religion, Other Topics)
Feb. 27 Tues. Module 3 – Employment Discrimination (Sex, Religion, Other Topics)
Feb. 29    Thur.    Module 3 – Employment Discrimination (Sex, Religion, Other Topics)

Mar. 5      Tues.    Module 3 – Employment Discrimination (Sex, Religion, Other Topics)

Mar. 7      Thur.    Module 3 – Employment Discrimination (Sex, Religion, Other Topics)

Mar. 8      Fri.    Case Brief – Everts v. Sushi Brokers due via D2L Dropbox by 11:59 p.m.

Mar. 9 – 17  SPRING BREAK

Mar. 19     Tues.    Module 3 – Employment Discrimination (Sex, Religion, Other Topics)

Mar. 21     Thur.    Module 3 – Employment Discrimination (Sex, Religion, Other Topics)

               Exam # 3 due by 11:59 p.m.

Mar. 26     Tues.    Module 4 – Disability, Age, and Privacy

Mar. 28     Thur.    Module 4 – Disability, Age, and Privacy

Apr. 2      Tues.    Module 4 – Disability, Age, and Privacy

Apr. 4      Thur.    Module 4 – Disability, Age, and Privacy

Apr. 7      Sun.    Disability Accommodation Memo due via D2L Dropbox by 11:59 p.m.

Apr. 9      Tues.    Module 4 – Disability, Age, and Privacy

Apr. 11     Thur.    NO CLASS – EASTER BREAK

Apr. 16     Tues.    Module 4 – Disability, Age, and Privacy

Apr. 17     Wed.    Exam # 4 due by 11:59 p.m.

Apr. 18     Thur.    Module 5 – Miscellaneous Topics

Apr. 23     Tues.    Module 5 – Miscellaneous Topics

Apr. 25     Thur.    Module 5 – Miscellaneous Topics

Apr. 28     Sun.    Immigration Policy Assignment due via D2L Dropbox by 11:59 p.m.

Apr. 30     Tues.    Module 5 – Miscellaneous Topics

May 2       Thur.    Module 5 – Miscellaneous Topics

May 5       Sun.    Exam # 5 due by 11:59 p.m.

May 6       Mon.    Final Exam Week Begins
Final Essay Exam due via D2L Dropbox by 8:00 a.m.