SYLLABUS (Spring 2024)
Legal Issues in HRM
Course #: 52:533:370:01:04441

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Course Description and Objectives

Overview

This course is designed to give students a broad look at the legal side of Human Resources management. We will examine Federal and New Jersey laws impacting discrimination in the workplace, harassment, employee selection, wage and hour issues, leaves of absence and terminations among others.

In this course, you will:

- Learn about the laws that affect most employees in the workplace today.
- Share your own experiences with the legal side of Human Resources.
- Have the opportunity to ask questions of HR professionals and lawyers working in the employee/labor relations fields.
- Present to the class information on a certain federal or state law.

Required Materials

> Text: Human Resources Law (5th Edition), Authors: Remington, Heiser, Smythe and Sovereign. Publisher: Prentice Hall, ISBN-13:9780132568890

Course Requirements and Grading

This course will require your full participation as an individual. Your learning in this course will come from assigned readings, internet use, lecture, discussion, and business-related news publications, e.g., WSJ, NYT, SHRM Magazine, etc. You are expected to complete all assignments and be prepared for each class session. You should be prepared to contribute to class discussions and in-class activities. Final grades are based on the sum of points earned through four exams, an individual paper and class participation. Total points possible (210) are distributed as follows:

- **Class Participation**   **Note 1**
- **Exams (Best 3 of 4)**   **180, Note 2**
- **Presentations**   **20 max**
- **Paper (Extra Credit)**   **10 max**

Note 1: It is assumed that the student will come to class prepared and ready to participate in class discussions and other activities. Two (2) points will be deducted from the student's total

score for each class missed where a guest speaker is present, or when other students are presenting.

Note 2: There will be four exams during the semester. I will drop your lowest exam grade and each of the remaining exams will be worth 60 points maximum. Please note that anyone who scores below 60% on exams cannot pass the course regardless of other points accumulated. If you miss an exam for any reason, that exam will be the one exam that you will be allowed to drop. Unless there is a medical emergency there will be no makeup exams.

Note 3: **The course syllabus, power point slides and announcements will be posted to Canvas.**

Course Grades

Grades will be assigned as follows:
184 – 200 points -----A
174 – 183 --------------B+
160 – 173 --------------B
150 – 159 --------------C+
140 – 149 --------------C
120 – 139 --------------D
< 120 --------------------F

Academic Integrity

The Academic Integrity policy can be found at http://studentconduct.rutgers.edu/student-conduct-processes/academic-integrity/.

Students are responsible for understanding the principles of academic integrity and abiding by them in all aspects of their work at the University. Students are also encouraged to help educate fellow students about academic integrity and to bring all alleged violations of academic integrity they encounter to the attention of the appropriate authorities.

Academic Integrity means that you (the student) must:
•properly acknowledge and cite all use of the ideas, results, or words of others,
•properly acknowledge all contributors to a given piece of work,
•make sure that all work submitted as your own in a course activity is your own and not from someone else
•obtain all data or results by ethical means and report them accurately
• treat all other students fairly with no encouragement of academic dishonesty

Adherence to these principles is necessary in order to ensure that:
•everyone is given proper credit for his or her ideas, words, results, and other scholarly accomplishments
•all student work is fairly evaluated and no student has an inappropriate advantage over others
•the academic and ethical development of all students is fostered
•the reputation of the University for integrity is maintained and enhanced.

Failure to uphold these principles of academic integrity threatens both the reputation of the

University and the value of the degrees awarded to its students. Every member of the University community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld. Violations are taken seriously and will be handled according to University policy.

Student Code of Conduct

http://studentconduct.rutgers.edu/university-code-of-student-conduct

Violations of the Student Code of Conduct are considered serious infractions of student behavior and students who violate the code are subject to penalties relative to the level of the matter. In general, students may not disturb normal classroom procedures by distracting or disruptive behavior, this includes online as well as in-person.

The Code of Student Conduct is more than a collection of University regulations to be abided by – it seeks to promote the University's values and educate. The Code of Student Conduct encourages students to be their authentic selves as they find their place on campus, while also encouraging students to embrace inclusion through discovery, dialogue, and development as they celebrate diverse backgrounds.

The spirit of the Code of Student Conduct promotes student engagement both on and off campus, global citizenship, and leadership. It encourages students to uphold the highest tenets of trust, honesty, and integrity, understanding at all times that our actions significantly impact our personal journeys, our communities, and our larger society.

Rutgers–Camden, Rutgers–Newark, and Rutgers–New Brunswick students originate from all corners of the world and travel between many campuses and cities. As our students strive to achieve their goals, they are expected to conduct themselves in accordance with University policies and procedures, but more importantly, the values and spirit that these policies and procedures are founded upon.

Violations of the code should be reported to the Dean of Students office deanofstudents@camden.rutgers.edu or 856-225-6050.

If the violation is immediate and a potential threat is a concern, call the Rutgers-Camden police at 856-225-6111

Acceptable and Unacceptable Use of AI

The use of generative AI tools (e.g. ChatGPT, Dall-e, etc.) is permitted in this course for the following activities:

● Brainstorming and refining your ideas;

● Fine tuning your research questions;

● Finding information on your topic;

● Drafting an outline to organize your thoughts; and

● Checking grammar and style.

The use of generative AI tools is not permitted in this course for the following activities:

● Impersonating you in classroom contexts, such as by using the tool to compose discussion board prompts assigned to you or content that you put into a Zoom chat.

● Completing group work that your group has assigned to you, unless it is mutually agreed upon that you may utilize the tool.

● Writing a draft of a writing assignment.

● Writing entire sentences, paragraphs or papers to complete class assignments.

You are responsible for the information you submit based on an AI query (for instance, that it does not violate intellectual property laws, or contain misinformation or unethical content). Your use of AI tools must be properly documented and cited in order to stay within university policies on academic honesty. Any assignment that is found to have used generative AI tools in unauthorized ways based on guidelines in this syllabus, will be subject to report of a violation of Academic Integrity and thus the appropriate adjudication. When in doubt about permitted usage, please ask for clarification

Disability Services/Accommodations

The University is committed to supporting the learning of all students and faculty will provide accommodations as indicated in a Letter of Accommodation issued by the Office of Disability Services (ODS). If you have already registered with ODS and have your letter of accommodations, please share this with me early in the course. If you have or think you have a disability (learning, sensory, physical, chronic health, mental health or attentional), please contact https://success.camden.rutgers.edu/disability-services.

Accommodations will be provided only for students with a letter of accommodation from ODS. Their services are free and confidential. Letters only provide information about the accommodation, not about the disability or diagnosis.

Important Administrative Dates

      Tuesday, January 16 – First day of Spring 2023 classes

      March 9 – 17 – Spring Recess

      Thursday, January 25– Last day to drop a class without a "W"

      Monday April 1 - Last day to withdraw from one or all classes with a "W".

      Monday, April 29 – Last day of classes

      Thursday/Wednesday – Reading days April 30/May1 (NO CLASSES, NO TESTS)

      Thursday/Wednesday - May 2/8 – Final Exam Period