EMPLOYMENT DISCRIMINATION LAW (Spring 2013)
(Wednesday Morning Class)

Instructor: James M. Cooney, Esq.
Rutgers University, Labor Studies & Employment Relations Department, SMLR
Course #37:575:316:03 (3 Credits)
Wednesdays, 9:15 a.m. – 12:15 p.m.
Class Location: Cook/Douglass Lecture Hall, Room 110, Douglass/Cook Campus
Tel: 848-932-8560; E-mail: jcooney@work.rutgers.edu
Office Hours: Before & after class or by appointment

Course Description: This course will survey the various laws that protect workers from discrimination based on protected categories including race, color, sex, religion, national origin, age, and disability. The course will also introduce students to the court system and to forums and procedures for litigating employment discrimination claims.

Grading Criteria:*
(1) Mid-term Exam (50%)
(2) Final Exam (50%)
(*Credit is also earned for attendance and in-class contributions. Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.)

Course Materials: Course reading materials may be found in the Sakai Announcements section. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Academic Integrity: The conduct of all students is governed by the Rutgers University Academic Integrity Policy:
http://academicintegrity.rutgers.edu/files/documents/AI_Policy_9_01_2011.pdf

Class Schedule:

JAN. 23: Course Overview

NO READINGS

JAN. 30:
-How to Read & "Brief" Cases
-Federal & State Court Systems
-Anatomy of an Employment Discrimination Lawsuit
-Remedies

READINGS:
"Understanding the Federal Courts"(U.S. Courts.gov)
"Welcome to the NJ Court System"(N.J. Judiciary website)
"Remedies" (E.E.O.C. Website)

FEB. 6: -Reconstruction Civil Rights Act (Sections 1981 & 1983)

READINGS:
Saint Francis College v. Al-Khazraji
Patterson v. McLean Credit Union
Robinson v. City of Pittsburgh

FEB. 13: -Title VII of the Civil Rights Act of 1964 ("Title VII")
-Equal Employment Opportunity Commission ("EEOC")
-Sex Discrimination & Harassment

READINGS:
Price Waterhouse v. Hopkins
Jespersen v. Harrah's Operating Co., Inc.
"Facts About Sexual Harassment" (EEOC Website)
Meritor Savings Bank v. Vinson

FEB. 20: -Race & Color Discrimination

READINGS:
"Facts About Race/Color Discrimination" (EEOC Website)
Chaney v. Plainfield Healthcare Center
Barrett v. Whirlpool

FEB. 27: -National Origin Discrimination
-Citizenship Requirements
-Religious Discrimination

READINGS:
EEOC v. Sephora USA, LLC.
Espinoza v. Farah Mfg. Co.
TWA v. Hardison

MAR. 6: MIDTERM EXAMINATION

MAR. 13: -Disability/Handicap Discrimination
-Rehabilitation Act of 1973
-Americans with Disabilities Act ("ADA")

READINGS:
Arline v. School Board
Chevron v. Echazabal
Viscik v. Fowler Equipment Co.

MAR. 20:	NO CLASS (Spring Break)
MAR. 27:	-Equal Pay Act ("EPA") -Age Discrimination in Employment Act ("ADEA") **READINGS:** *Ledbetter v. Goodyear* *O'Connor v. Consolidated Coin Caterers Corp.*
APRIL 3:	-Pregnancy Discrimination Act ("PDA") -Use of Genetic Information -Retaliation **READINGS:** *International Unions v. Johnson Controls, Inc.* *"Genetic Information Discrimination" (EEOC Website)* *Thompson v. North American Stainless, LP*
APRIL 10:	-Movie: "Philadelphia" **NO READINGS**
APRIL 17:	-Height & weight restrictions -Arbitration of discrimination claims **READINGS:** *Dothard v. Ralinson* *Wright v. Universal Maritime Service Corp.*
APRIL 24:	-Credit and background checks -Drug and alcohol use **READINGS:** *Eli v. Southeastern PA Transit* *NYC Transit v. Beazer* *Raytheon v. Hernandez*
MAY 1:	FINAL EXAM (not cumulative)

(Date revised: 01/20/2013)