

Course Overview

In this class students will learn how the term “sexual harassment” is defined both at Rutgers and in American law governing the workplace, understand the responsibility of the employer and the employee under the law, and consider the relationship between gender identity and sexual harassment.

Learning Objectives:

By the end of the course, students will demonstrate an understanding of:

- How they might deal with harassment should they experience it, given Rutgers’ policies and procedures for student-student or employee-student harassment,
- What is, and what is not, sexual harassment in current American law,
- How the law of sexual harassment relates to legal concepts like employment at will, hostile workplace environments, due process, and class actions,
- How sexual harassment relates to gender, to sexual orientation, and hierarchies of power in the workplace.
- How organizations might prevent harassment of all types.

Labor Studies and Employment Relations Department

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations.
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work.
- Analyze the degree to which forms of human difference shape a person’s experience of and perspectives on contemporary issues.

Course Material

There is no textbook for this course. Course delivery will consist of written lectures, research based papers and articles, videos, and/or audio files, and course assessment of materials presented. All required resource materials are located on Canvas. The instructor reserves the right to supplement substitute, and/or modify the listed reading elections.

Assessment of Weekly Written Questions and Online Forums

Weekly Written Questions are designed to ensure that you understand the reading or video presented. You will be asked to answer questions from the assignment on most weeks. Each question can be answered in 8 to 10 sentences.

Forums are interactive threaded discussions where students can communicate their insights and thoughts pertaining to a particular course topic, as well as learn from one another in the process.

Threaded discussions are also a means for the instructor to identify whether or not a student comprehends required reading and/or video assignments. Forums include instructor-generated questions and suggested topic areas for discussion, and student-to-student interaction.

Overall Criteria for Grading - Scores on the weekly assignments as well as the online forums reflect whether or not you have achieved an accurate understanding of the various readings and whether or not you reflect those ideas well in written English. There are three sets of criteria on which students are graded: (1) Content indicates knowledge gained, and questions are thoroughly answered; (2) Reflection, indicate a high level of reflection and insight on topic, and (3) Writing thoughts are well communicated, organized and concise. Earning the highest number of points within each assignment requires following these best practices:

Class Sessions and Assignment Information

Wednesdays are the beginning of each course week. The course begins on **Wednesday, October 26, 2021**.

Technical Assistance

Rutgers Center for Online and Hybrid Learning and Instructional Technologies (OIT)

Support Website: <https://it.rutgers.edu/help-support>

Email: help@oit.rutgers.edu

Call 24/7: 833-OIT-HELP

The following policies can be found on “Canvas:”

- Disability Service
- Media Policy
- Plagiarism

Grading Rubric

Everyone will have the opportunity to do well in this course. A final grade is based on the point system below. Number of points for each course assessment is detailed in the following chart.

| Course Component | Raw Points Possible | Total Raw Points | RU Letter Grade |
|----------------------------|---------------------|------------------|-----------------|
| Icebreaker Introduction | 50 | 600-550 | A |
| Forums | 150 | 549-500 | B |
| Weekly Written Assignments | 200 | 499-450 | C |
| Exam | 200 | 449-400 | D |
| | | 399 and below | F |
| Total Points | 600 | Total | 600 |

Weekly Schedule: Refer to weekly topic pages in course shell for full description.

| WEEK DUE | READINGS/ASSIGNMENTS |
|-------------------------|---|
| Week 1: Oct 24 – Oct 30 | <i>Workplace Sexual Harassment</i> |
| Week 2: Oct 31 – Nov 06 | <i>Sexual Harassment - Legal Concepts</i> |
| Week 3: Nov 07 – Nov 13 | <i>Sexual Harassment in Education</i> |
| Week 4: Nov 14 – Nov 20 | <i>Sexual Harassment – Paradox of Power</i> |
| Week 5: Nov 28 – Dec 04 | <i>Final Exam</i> |