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 (40%)  
(2) Final Exam (50%)  
(3) Class Attendance & Participation (10%)  

Note: Unexcused absences in excess of 5 classes will result in a failing grade for your class participation grade and an enhanced reduction of your overall final grade.

Unexcused absences in excess of 3-4 classes will result in a significant reduction of your class participation grade.

Being late more than 20 minutes to class will count as a ½ absence.

Finally, please also be advised that signing in for a student will result in the following consequences for the signing and absent student: immediate dismissal from class, a failing grade (with no option to
withdraw), and referral to the appropriate Dean’s office for further disciplinary consequences.

**Academic Integrity:** The conduct of all students is governed by the Rutgers University Academic Integrity Policy:
Please be so advised.

**Course Materials:**

**Textbook:** *Understanding Employment Discrimination*, Thomas Haggard, 2nd Edition, ISBN # 978-1-4224-7358-0. This textbook can be purchased online by searching for the ISBN#. The first few text readings shall be posted on Sakai online to allow the class time to purchase the book.

In addition, course reading materials are found in the Sakai Resources section. The Instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

**Class Schedule:**

**CLASS 1:** Course Overview – discussion of syllabus and resources.
1/20/15

**NO READINGS**

**CLASS 2:** A Discussion of Federal & State Court Systems & Employment Discrimination Overview
1/27/15

**READINGS:**
Chapter 1: Overview of Employment Discrimination, Pg. 3-10.

*Handout: New Jersey Court System*
*Handout: U.S. Court System*

**CLASS 3:** Constitutional Restrictions to Employment Discrimination
2/3/15

**READINGS**
Chapter 2: Constitutional Prohibitions to Employment Discrimination, Pg. 11-28.

*Handout: Saint Francis College v. Al-Khazraji*
*Handout: Patterson v. McLean Credit Union*
*Handout: Robinson v. City of Pittsburgh*
CLASS 4:  Title VII of the Civil Rights Act of 1964, Theories  
2/10/15

READINGS
Chapter 4: The Civil Rights Act – An Overview, Pg. 39-56.
Chapter 5: Individual Disparate Treatment, Pg. 57-89

St. Mary v. Hicks
Price Waterhouse v. Hopkins
Desert Palace v. Costa

CLASS 5: Title VII, Theories Continued  
2/17/15

READINGS:
Chapter 6: Systemic Disparate Treatment, Pg. 91-94
Chapter 7: Disparate Impact, Pg. 95-111

CLASS 6: Title VII, Race and Sex Discrimination & Harassment  
2/24/15

READINGS:
Chapter 8: Special Problems w/ Race Discrimination, Pg. 113-116
Chapter 9: Special Problems w/ Sex Discrimination, Pg. 117-137

Jespersen v. Harrah’s Operating Co., Inc.
Meritor Savings Bank v. Vinson
Lehmann v. Toys R Us

CLASS 7: Title VII, National Origin & Religious Discrimination  
3/3/15

READINGS:
Chapter 10: Special Problems w/ Nat’l. Origin Disc., Pg. 139-142
Chapter 11: Special Problems w/ Religious Discrim., Pg. 143-158

Chaney v. Plainfield Healthcare Center
EEOC v. Sephora USA, LLC.
TWA v. Hardison

CLASS 8: IN CLASS MIDTERM!!!  
3/10/15
CLASS 9: The Rehabilitation Act of 1973 and the ADA
3/24/15

READINGS:
Chapter 30: Overview, Pg. 301-303
Chapter 31: The Protected Disabled Class, Pg. 305-318
Chapter 32: Prohibited Conduct under ADA, Pg. 319-328
Chapter 33: Proof & Defenses under ADA, Pg. 329-332

*Arline v. School Board*
*Chevron v. Echazabal*
*Viscik v. Fowler Equipment Co.*

CLASS 10: The Age Discrimination in Employment Act
3/31/15

READINGS:
Chapter 19: Coverage & Jurisdiction, Pg. 227-229
Chapter 20: Types of Violations & Their Proof, Pg. 231-242

*O’Connor v. Consolidated Coin Caterers Corp.*

CLASS 11: Title VII Procedure, EEOC & Mandatory Arbitration of Claims
4/7/15

READINGS:
Chapter 15: Title VII Procedure – An Overview, Pg. 81-184
Chapter 16: Filing & Processing Charges, Pg. 185-198
Chapter 17: Litigation, Pg 199-209
Chapter 18: Remedies, Pg. 211-223.

*Rodriguez v. Raymours Furniture Co., Inc.*
*14 Penn Plaza LLC v. Pyett*

CLASS 12: The Equal Pay Act & Executive Order 112461
4/14/15

READINGS:
Chapter 25: Introduction to Equal Pay Act, Pg. 271-274
Chapter 26: Elements of the claim, Pg. 275-280
Chapter 27: Defenses: Pg. 281-286
Chapter 28: Enforcement of the Equal Pay Act, Pg. 287-290.
Chapter 29: Executive Order 112461, Pg. 293-298

*Ledbetter v. Goodyear*
**CLASS 13:** Sections 1981, 1983 and 1985  
4/21/15

**READINGS:**
Chapter 22: Section 1981, Pg. 249-253  
Chapter 23: Section 1983, Pg. 255-264  
Chapter 24: Section 1985, Pg. 265-268

**CLASS 14:** NJLAD; BFOQ Defense.  
4/28/15

**READINGS:**  
*NJLAD Handout.*

*Dothard v. Rawlinson*  
*El v. Southeastern PA Transit*

FINAL EXAM (not cumulative – location and date to be determined.)