



## **Protections for Employees**

### **Course Description**

The Protections for Employees course looks at federal and state laws that protect employees from discrimination, retaliation and other maltreatment by their employers. It also helps employers understand what is expected of them under the law and how to avoid potential litigation and liability.

### **Course Learning Outcomes**

At the completion of this course, students will be able to:

- Identify the federal and state laws that protect employees from discrimination, retaliation and other maltreatment by their employers
- Describe when Title VII of the Civil Rights Act applies to employers
- Differentiate between disparate treatment and disparate impact discrimination claims
- Identify sources of protection against employment discrimination beyond the Civil Rights Act
- Analyze the importance of the Americans with Disabilities Act (ADA) of 1990 with regard to employment
- Apply the “reasonable accommodations” requirement under the ADA

### **Final Exam**

Grades and credit recommendations are based solely on a final exam. When students are ready to take the final exam, they should register for a LawShelf account (or simply log in, for those with existing accounts). Go to the video-course page and click “Take the Final Exam” and pay the exam fee, where applicable. Students will be given instructions on how to take the exam. All exams are proctored by the Voice Proctor® proctoring system. An overview of the system is [provided here](#) and it requires no training or learning curve. Grades of 70% or above are considered passing grades and qualify for recommended transfer credit.

The final exam is based on the video course modules. Additional resources detailed in this syllabus are helpful for background and for building greater understanding of the course materials. Inquiries can be made through the LawShelf Contact form on our website by clicking the “email us” button that appears at the bottom of most LawShelf pages. Transcripts can be ordered via Parchment, as detailed on our website.

## Case Studies

Many LawShelf video courses include case studies. These do not necessarily teach new material but are meant to demonstrate how the materials covered in the course are applied by various courts. Concepts covered in the case studies are covered on the final exam, so make sure to watch the case studies before taking the exam. However, it is unnecessary to memorize the facts and details of the cases covered in these case studies.

## Self-Quizzes

Video-course modules and case studies feature self-quizzes that consist of practice questions on the materials covered in the videos. These questions are presented for the benefit of the student and are **important to review before taking the final exam** because they are similar in style and substance to the questions on the final exam. These quizzes are not graded or monitored and there is no record of how students answer these questions. Students may answer these questions as many times as they like and are encouraged to keep re-taking the quizzes until they have mastered all the questions.

# Study Guide

## Introductory Videos

These videos provide background to help students better understand the main parts of the course, which are the video-course modules below.

### **Employment Law: Employee vs. Independent Contractor**

<https://lawshelf.com/shortvideoscontentview/employment-law-employee-vs-independent-contractor/>

### **Employer Retaliation Against Employee**

<https://lawshelf.com/shortvideoscontentview/employer-retaliation-against-employee/>

### **Affirmative Action in Employment Law and College Admissions**

<https://lawshelf.com/shortvideoscontentview/affirmative-action-in-employment-law-and-college-admissions/>

### **Race and National Origin Discrimination in the American Workplace**

<https://lawshelf.com/shortvideoscontentview/race-and-national-origin-discrimination-in-the-american-workplace>

### **Employment Law: Religious Discrimination in the Workplace**

<https://lawshelf.com/shortvideoscontentview/employment-law-religious-discrimination-in-the-workplace>

## **Courseware Readings**

These courseware readings provide background to help students better understand the main parts of the course, which are the video-course modules below.

**What is Employment Discrimination? (EEOC website)**

<https://www.eeoc.gov/youth/what-employment-discrimination>

**Job Applicants and the ADA (EEOC website)**

<https://www.eeoc.gov/laws/guidance/job-applicants-and-ada>

**Employers' Practical Guide To Reasonable Accommodation Under The Americans With Disabilities Act (ADA) – JAN, U.S. Department of Labor**

<https://askjan.org/publications/employers/employers-guide.cfm>

**How to Handle an Employee's Request for an ADA Accommodation (SHRM)**

<https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/requestreasonableaccommodation.aspx>

**Employers and the ADA: Myths and Facts (U.S. Department of Labor, Office of Disability Employment Policy)**

<https://www.dol.gov/agencies/odep/publications/fact-sheets/americans-with-disabilities-act>

## **Video Course Modules**

These videos constitute the main part of the course and are they sources of the questions on the final exam.

**Protections for Employees Course Overview Video**

<https://lawshelf.com/videocoursescontentview/protections-for-employees>

**The Civil Rights Act and Employment Discrimination- Module 1 of 5**

<https://lawshelf.com/videocoursesmoduleview/protections-for-employees-module-1-the-civil-rights-act-and-employment-discrimination>

**Other Laws Preventing Discrimination - Module 2 of 5**

<https://lawshelf.com/videocoursesmoduleview/protections-for-employees-module-2-other-laws-preventing-discrimination>

**Workers with Disabilities or Injuries - Module 3 of 5**

<https://lawshelf.com/videocoursesmoduleview/protections-for-employees-module-3-workers-with-disabilities-or-injuries/>

**Retaliation and Wrongful Termination - Module 4 of 5**

<https://lawshelf.com/videocoursesmoduleview/protections-for-employees-module-4-retaliation-and-wrongful-termination>

**The Right to Organize and Form Unions - Module 5 of 5**

<https://lawshelf.com/videocoursesmoduleview/protections-for-employees-module-5-the-right-to-organize-and-form-unions>

### **Supplemental Suggested Readings**

These materials enable students to achieve a deeper understanding of the course materials and in applying the course to real-life situations.

**Accommodating Absence: Medical Leave as an ADA Reasonable Accommodation, Michigan Law Review**

<https://repository.law.umich.edu/cgi/viewcontent.cgi?article=6087&context=mlr>

**Employers Are Allowed to Choose Alternative Reasonable Accommodations if Effective, The National Law Review**

<https://www.natlawreview.com/article/employers-are-allowed-to-choose-alternative-reasonable-accommodations-if-effective>