



LawShelf Educational Media

Protections for Employees

The Protections for Employees course consists of a series of reading and video-watching assignments as set forth below. It is assessed by a final examination.

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

Academic Questions

Academic questions for this course can be sent to info@lawshelf.com.

Final Exam

When students are ready to take the final exam, please register for a LawShelf account (or log in): <https://lawshelf.com/loginview>

Go to the Protections for Employees video-course and click “Take the Final Exam.” Students will be given instructions on how to take the exam. All exams must be proctored by the Voice Proctor® proctoring system for academic credit to be earned.

Exams are graded on a P/F scale. Grades of 70% or above are considered passing grades. Transcripts can be ordered via Parchment. Inquiries should be sent to info@lawshelf.com.

Study Guide

Introductory Videos

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>

Required Readings

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>

Additional Recommended Readings

**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>

Video Course Watching

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>

At this point, students are prepared for the final exam.