

# Minnesota State University Moorhead

## ACCT 321: Employment Law

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites:

This course requires the following prerequisite  
ACCT 280 - Legal Environment of Business

Corequisites: None

MnTC Goals: None

An exploration of the legal nature of the employment relationship including contract and liability issues and major stages of the employment relationship, including hiring, evaluation and termination. Coverage includes anti-discrimination law and the Family and Medical Leave Act. Same as PARA 321.

**B. COURSE EFFECTIVE DATES:** 10/19/2004 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Regulations of employment
2. Race, national origin, gender, religious, age, disability, and affinity orientation discrimination
3. Sexual harassment
4. Employer-employee relationship
5. Evaluation and regulations of job performance
6. Title VII of Civil Rights Act of 1964; Title VII: The beginning of the employment relationship; Title VII: The beginning of the employment relationship; Affirmative Action
7. Right to Privacy and other protections

### D. LEARNING OUTCOMES (General)

1. To familiarize the student with the basic legal framework for understanding the employment relationship including the employment at will doctrine and its erosion, contract and terms and restrictions and antidiscrimination law along with strategies for compliance.
2. Understand race, national origin, gender, religious, age, disability, and affinity orientation discrimination.
3. Understand regulations of employment.
4. Evaluation and regulations of job performance.
5. Right to privacy and other protections.
6. Understand Title VII of Civil Rights Act of 1964: the beginning of the employment relationship.
7. Understand affirmative action and sexual harassment.
8. Understand the employer-employee relationship.

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted