Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.
PLAW 400
EMPLOYMENT LAW

COURSE SYLLABUS

COURSE DESCRIPTION
This course is designed to assist you in gaining a broad understanding of employment law and legal issues that impact the workplace. Students will survey the various sources of employment law including federal and state law. Additionally, students will gain an understanding of the employer and employee relationship in the workplace and the legal significance of this dynamic. Topics covered will include, but are limited to, the hiring process, discrimination, wage and hour, benefits, freedom in the workplace, disability, discharge, and retirement.

RATIONALE
The employer-employee relationship is one that will affect virtually every person in society. Given the universal nature of this complex relationship and the exclusive and vast body of law that governs it, specialized training in this area is crucial. Many unique aspects of employment law distinguish it from all other forms of civil litigation; this includes employment-specific terminology, union-labor relations, and discrimination litigation, which are governed by numerous federal statutes and landmark cases. This course introduces the paralegal to the terminology, federal statutes, and case law that make up employment law.

I. PREREQUISITES
For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASES
Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING
A. Computer with basic audio/video output equipment
B. Internet access (broadband recommended)
C. Microsoft Word
   (Microsoft Office is available at a special discount to Liberty University students)
D. The Bible (www.biblegateway.com)

IV. MEASURABLE LEARNING OUTCOMES
Upon successful completion of this course, the student will be able to:
A. Understand federal and state employment law principles, rules, and statutes.
B. Understand basic vocabulary terms used in employment law.
C. Read and understand judicial opinions, rules, and statutory materials.
D. Critically evaluate underlying premises, policies, judicial, and administration decisions of employment law.

V. COURSE REQUIREMENTS AND ASSIGNMENTS
A. Textbook readings and lecture presentations
B. Course Requirements Checklist
   After reading the Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.
C. Discussion Board Forums (4)
   There will be 4 Discussion Board Forums throughout this course. The student is required to provide a thread in response to the provided topic for each forum. Each thread must be 300 words in length and demonstrate course-related knowledge. The thread must include at least 2 references to the textbook. In addition to the thread, the student is required to reply to 2 other classmates’ threads. The replies must include at least 1 reference to the textbook. Each reply must be 125 words.
D. Article Reviews (2)
   The student will write a brief paper discussing current news articles related to a trial or other actions that directly relate to the subject matter of employment law. News articles used for this assignment must come from the newspaper, a news program, or some other reputable news source. Each paper must be no less than half a page and no more than 2 full pages double-spaced, 12-point font, with 1-inch margins.
E. Case Brief
   The student will be provided a case to conduct a case brief. Following the instructions provided, the student will review the case and draft a concise, but thorough, brief to submit. The brief’s information must be well organized in presentation and between 1–2 pages.
F. Reflection Paper
   The student will write a 2-page research-oriented paper in current Bluebook format that focuses on emerging trends in LGBT discrimination and the biblical worldview. The paper must include 2 references in addition to the course textbooks and the Bible.
G. Legal Journal
   The student will compile a legal journal, which is a collection of forms, documents, checklists, procedural rules, and principles of law, including case law and statutes and the rationale behind them. This journal will become a reference notebook for a paralegal. The student will complete the systems folder
assignments at the end of each chapter and submit them as 1 project at the end of the course.

H. Quizzes (6)

Each quiz will cover the Reading & Study material for the modules/weeks in which it is assigned. Each quiz will be open-book/open-notes, contain 25 multiple-choice, and true/false questions, and have a time limit of 50 minutes.

VI. Course Grading and Policies

A. Points

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>Course Requirements Checklist</td>
<td>10</td>
</tr>
<tr>
<td>Discussion Board Forums (4 at 50 pts ea)</td>
<td>200</td>
</tr>
<tr>
<td>Article Reviews (2 at 50 pts ea)</td>
<td>100</td>
</tr>
<tr>
<td>Case Brief</td>
<td>100</td>
</tr>
<tr>
<td>Reflection Paper</td>
<td>100</td>
</tr>
<tr>
<td>Legal Journal</td>
<td>200</td>
</tr>
<tr>
<td>Quizzes (6 at 50 pts ea)</td>
<td>300</td>
</tr>
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<td><strong>Total</strong></td>
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</table>

B. Scale

A = 900–1010   B = 800–899   C = 700–799   D = 600–699   F = 0–599

C. Late Assignment Policy

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week of the due date will receive a 10% deduction.
2. Assignments submitted more than one week late will receive a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the class will not be accepted.
4. Late Discussion Board threads or replies will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

D. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.
# COURSE SCHEDULE

**PLAW 400**


<table>
<thead>
<tr>
<th>Module/Week</th>
<th>Reading &amp; Study</th>
<th>Assignments</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Craig: chs. 1–2 Bible Readings 1 presentation</td>
<td>Course Requirements Checklist DB Forum 1 Quiz 1</td>
<td>10 50 50</td>
</tr>
<tr>
<td>2</td>
<td>Craig: chs. 3–5 Bible Readings 2 presentations 1 website</td>
<td>DB Forum 2 Quiz 2</td>
<td>50 50</td>
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<tr>
<td>3</td>
<td>Craig: chs. 6–7 Bible Readings 2 presentations 2 websites</td>
<td>DB Forum 3 Article Review 1 Quiz 3</td>
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</tr>
<tr>
<td>4</td>
<td>Craig: ch. 8 Bible Readings 1 presentation 1 website</td>
<td>Case Brief</td>
<td>100</td>
</tr>
<tr>
<td>5</td>
<td>Craig: ch. 9 Bible Readings 1 presentation</td>
<td>DB Forum 4 Quiz 4</td>
<td>50 50</td>
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<tr>
<td>6</td>
<td>Craig: ch. 10 Bible Readings 2 presentations</td>
<td>Reflection Paper</td>
<td>100</td>
</tr>
<tr>
<td>7</td>
<td>Craig: ch. 11 Bible Readings 1 presentation</td>
<td>Article Review 2 Quiz 5</td>
<td>50 50</td>
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<tr>
<td>8</td>
<td>Craig: chs. 12–13 Bible Readings 1 presentation</td>
<td>Legal Journal Quiz 6</td>
<td>200 50</td>
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**TOTAL** 1010

**NOTE:** Each course week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.