



**The University of Texas at Dallas
Naveen Jindal School of Management
COURSE SYLLABUS**

BLAW 3301-501 EMPLOYMENT LAW

January to May 2026



The University of Texas at Dallas
Naveen Jindal School of Management
COURSE SYLLABUS
BLAW 3301, Section 501
Employment Law

COURSE INFORMATION

Title: Employment Law
Term: Spring 2026
Day: Monday -7:00pm – 9:45pm
Location: JSOM 2-803
16 Weeks in Person

COURSE DESCRIPTION

Understanding the legal framework that shapes the employment relationship is crucial for human resource professionals. This course offers a comprehensive introduction to employment law that is essential to minimizing organizational risk, protecting employee rights, and maintaining healthy, productive work environments. We will explore the development and current landscape of U.S. employment laws, their historical context, common legal challenges facing employers and the critical role human resources plays in helping businesses navigate this complex landscape.

COURSE LEARNING OBJECTIVES/OUTCOMES

After completing this course, participants should be able to:

- Understand the basic framework of employment law in the United States, including key statutes and regulations
- Discuss the legal rights, duties, and responsibilities of employers and employees
- Analyze real-world case studies and apply legal precedents and principles to current workplace issues
- Identify the ethical implications of employment law decisions and how they impact both employees and employers.
- Understand the role of human resources in mitigating business risk and protecting workers' rights

The overall goal of this course is to orient you to U.S. employment law. At the end of the course, I want you to understand how these laws operate in business and the HR department's role in the compliance framework.

REQUIRED MATERIALS

Books: Bennet-Alexander, D., Hartman, L., Berkley, R., Daniels, A., Zucker, K., & Kaplan, D. (2024). Employment Law for Business. (10th ed.) ISBN: 10 2022 9781265899035

Note: The publisher's "Connect" subscription is required and included in the electronic textbook purchase. All readings and chapter quizzes will be administered using McGraw-Hill "Connect" and should be accessed through Blackboard. You can purchase this as a bundle in the bookstore or directly from McGraw-Hill. To purchase directly through McGraw Hill (preferred), follow these steps:

1. Wait for the class to open on e-learning
2. Click into the "Course Introduction" folder
3. Click on any of the McGraw Hill items

This will take you to McGraw Hill and you will be asked to register/purchase. Ensure that you use your official "net-id email address." (Do not use the friendly email address)

COURSE SCHEDULE

PART 1: Chapters 1-4				
Dates	Chapter	Assignment	Due Date	Points
Jan 26	1: Regulation of Employment	Smartbook Reading & Questions	March 2	10
Feb 2	2: Employment Law Toolkit	Smartbook Reading & Questions		10
Feb 9	3: Title VII 4: Legal Construct of Employment	Smartbook Reading & Questions Smartbook Reading & Questions		10 10
Part 1 Quiz: Chapters 1,2, 3, 4			Feb 15	50

(Chapter 5 is optional)

PART 2: Chapters 6-8				
Dates	Chapter	Assignment	Due Date	Points
Feb 16	6: Race and Color Discrimination	Smartbook Reading & Questions	March 2	10
Feb 23	7: National Origin Discrimination	Smartbook Reading & Questions		10
Mar 2	8: Gender Discrimination	Smartbook Reading & Questions		10
Part 2 Quiz: Chapters 6, 7, 8			March 8	50

MID-TERM

Monday, March 9th during normal class session

The mid-term exam will be conducted in person during our normal class session. Midterm grades will be based on total points earned as of the mid-term exam. Exam packets and Scantron forms will be provided the day of the exam; **you do not need to bring Scantron forms**. Midterm grades will be submitted no later than Saturday, March 14th.

PART 3: Chapters 9-11				
Dates	Chapter	Assignment	Due Date	Points
Mar 16	SPRING BREAK NO CLASS	SPRING BREAK NO CLASS		-
Mar 23	9: Sexual Harassment	Smartbook Reading & Questions		10
Mar 30	10: Sexual Orientation & Gender Identity	Smartbook Reading & Questions		10
April 6	11: Religious Discrimination	Smartbook Reading & Questions		10
Part 3 Quiz: Chapters 9, 10, 11			Apr 12	50

Chapter 15 is optional)

PART 4: Chapters 12, 13, 14, 16				
Dates	Chapter	Assignment	Due Date	Points
Apr 13	12: Age Discrimination	Smartbook Reading & Questions		10
Apr 20	13: Disability Discrimination	Smartbook Reading & Questions		10
Apr 27	14: Employee Privacy	Smartbook Reading & Questions		10
	16: Wages, Protected Leaves, Safety	Smartbook Reading & Questions		10

FINAL EXAM & GRADES

The final exam will be administered **Monday, May 4th in person during our normal class session**. The exam will be **cumulative for the entire course**. I will provide the exam packet and the Scantron forms the day of the exam; you do not need to bring Scantron forms. Final grades are submitted based on total points earned. Final grades will be submitted no later than Friday, May 20th

ASSIGNMENT DETAILS

General Notes:

In-Class Discussion Groups & Quizzes:

We will use in-class discussion groups extensively to help us rally around key concepts in the course. The days of the discussion groups will not be posted; you will find out about the discussions in the class when we do them. Each discussion group has a quiz, and the quiz will be released on e-learning on the day of the discussion in class. The quizzes are based on the *discussion topics*. You will not be able to correctly answer these quizzes until we have completed the discussions in class. Which effectively means, “you must be present to win.”

Slides for Note Taking:

The presentation slides will be posted in advance of class sessions, via e-learning, for the purposes of notetaking. Check the folder for each respective chapter.

ORIGINAL WORK Expectation:

For any/all assignments, it is expected that your work is originally yours. While you can/should consult external sources for ideation and support, all use of external sources should be cited appropriately according to the APA 7th edition writing style standards. This includes any/all use of artificial intelligence (A.I.). Keep in mind that assignments are reviewed for usage levels of external resources, and this includes A.I. For any assignment, use of external resources should be less than 20%.

GRADING

Assignments	Point Value
Smartbook Reading & Questions. Chapters 1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16 (14 x 10 points each)	140
In-Class Discussion Quizzes in Blackboard (8 x 25 points each)	200
Application Based Assignments in Blackboard (5 x 10 points each)	50
Quizzes for Parts 1-3 (3 x 50 points each)	150
Midterm Exam (cumulative) March 9 th in class, in person	150
Final Exam (cumulative) May 4 th in class, in person	250
Participation	60
TOTAL	1000

Course Grading Scale			
Letter	Points		Percentage
	<i>Low</i>	<i>High</i>	
A+	980	1000	98-100%
A	940	979	94-97%
A-	900	939	90-93%
B+	870	899	87-89%
B	840	869	84-86%
B-	800	839	80-83%
C+	770	799	77-79%
C	740	769	74-76%
C-	700	739	70-73%
D+	670	690	67-69%
D	640	669	64-66%
D-	600	639	60-63%

COURSE, PROGRAM, and UNIVERSITY POLICIES

Assignment Submission & Make-up's

All assignments should be submitted to the course via eLearning on or before the due date/time listed. Assignments submitted after the due date are subject to rejection or reduced grades as described for the respective assignment in the syllabus and in e-learning. The dates established for the assignments are already designed to provide as much flexibility as possible, which means **there are no make-ups**. Extenuating circumstances should be discussed with the professor, and to the extent possible, in advance of missing any assignments.

Participation

In addition to attendance, **a portion of the grade for this course is tied to your *participation* in this class.** This includes engaging in group or other activities during class that solicit your feedback on homework assignments, readings, or materials covered in the lectures. This course uses in-class discussion groups extensively, and missing classes will have a negative impact on your grade. Class participation is documented by faculty. Successful participation includes consistently adhering to the University's requirements, as presented in this syllabus. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

Class Behavior and Citizenship

Students must be respectful of other student opinions, and disagreements should be handled professionally.

Comet Creed

This creed was voted on by the UT Dallas student body in 2014. It is a standard that Comets choose to live by and encourage others to do the same: *"As a Comet, I pledge honesty, integrity, and service in all that I do."*

Class Recordings

Students are expected to follow appropriate University policies and maintain the security of passwords used to access systems, content, and any recorded lectures. Unless the Office of Student AccessAbility has approved the student to record the instruction, students are expressly prohibited from recording any part of this course. Recordings may not be published, reproduced, or shared with those not in the class, or uploaded to other online environments except to implement an approved Office of Student AccessAbility accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

Sourcing and Plagiarism

Students are expected to write at a professional level. This includes using proper grammar and syntax, having a logical flow, and giving credit to sources of information used in developing reports and papers. Students shall not copy the work of others and represent it as their original work.

All submitted work is subject to plagiarism validation and the University uses databases to automatically identify issues. When plagiarism becomes known, there will be consequences subject to the University's Judicial Affairs. The program will adhere to the decisions and judgement of the judicial affairs process.

Academic Dishonesty

[Academic dishonesty](#) includes but is not limited to cheating, plagiarism, collusion, facilitating academic dishonesty, fabrication, failure to contribute to a collaborative project and sabotage. All cases of suspected academic dishonesty will be reported to the [Office of Student Conduct](#) for investigation.

Academic Support Resources

The information contained in the following link lists the University's academic support resources for all students. Please see <http://go.utdallas.edu/academic-support-resources>.

UT Dallas Syllabus Policies and Procedures

The information contained in the following link constitutes the University's policies and procedures segment of the course syllabus. Please review the catalog sections regarding the [credit/no credit](#) or [pass/fail](#) grading option and withdrawal from class.

Please go to <http://go.utdallas.edu/syllabus-policies> for these policies.

Course Evaluation

The completion of a UTD course evaluation is strongly recommended. A link will be provided via eLearning for completing the course evaluation.

A Final Note

The descriptions, assignments, points, and timelines contained in this syllabus are subject to change at the discretion of the Professor. The Professor will communicate changes to you in advance when possible.