

EMPLOYMENT DISCRIMINATION

Ronald Turner, Alumnae Law Center

Professor of Law

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I. *Course Description:* This course focuses on employment discrimination law and theory, with special reference to federal statutes prohibiting discrimination in the workplace on the basis of race, color, sex, religion, national origin, age, and disability.

II. *Required Text:* Arthur B. Smith, Jr., Charles B. Craver & Ronald Turner, *Employment Discrimination Law: Cases and Materials* (LexisNexis 7th ed., 2011).

III. *Method of Instruction:* The primary method of instruction and review of assigned materials will be discussion by and between the professor and class participants. Students will be called on at random and asked questions concerning the readings; each student must be prepared for each and every class and student participation is expected. A student's final grade may be adjusted upward in recognition of exceptional contributions in the classroom (with the emphasis on quality and not quantity) or downward for lack of preparedness. Note that students are responsible for all of the assigned reading, including parts of assignments that are not specifically discussed in class.

IV. *Attendance; Tardiness.* The Law Center's attendance policy applies and I reserve the right to drop from the course any student who fails to comply with that policy. A class roll will be circulated each day and each student must initial the appropriate square next to his or her name for the particular date of attendance. Initialing the roll indicates that the student will be in attendance for the entire, and not part, of the class session. Each student is responsible for initialing the roll sheet at each class meeting. If the sheet is not initialed before the professor leaves the classroom at the end of a session, students who have not initialed the roll for that class will be considered and counted absent. Students will not be allowed to argue at a later time that they were actually present on days in which the class roll was not initialed. As late entrances to class are disruptive, students must arrive at the designated classroom before class begins; habitual tardiness will result in the lowering of a student's final grade. And, with the exception of an emergency, students should not leave and re-enter the classroom during a class session.

V. *Use Of Computers And Electronics.* You are permitted to use a computer to take notes in this class. **Note that during class sessions your computer is to be used only for such note-taking purposes, and that e-mail and internet access is not permitted during class sessions.** I reserve the right to adjust final grades downward for unauthorized electronic access during class

time, and to ban the use of computers by those who violate this policy. All cell phones and other electronic devices should be set to vibrate/silent mode prior to the commencement of class sessions. Sanctions for violations of this rule may be imposed at my discretion. In addition, you are not allowed to record any class session in any way.

VI. *Reading Assignments:* Specific assignments will be posted on the course webpage. As a general rule one assignment will be covered in each class period although less may be covered depending on the subject matter and class discussion. Accordingly, assignments may be altered based upon the amount of material covered in class, and any such alteration will be announced in class. Unless otherwise instructed by me, you are to read the next assignment listed on the course webpage.

VII. *Accommodating Students With Disabilities.* The Law Center is committed to meeting the needs of students with physical, learning, and other disabilities and provides appropriate accommodations and services tailored to each person's specific requirements. **Please do not inform me of or about your disability.** Students with disabilities are encouraged to contact Dean Sondra Tennessee in the Office of Student Services. You may also find information and advice at the UH Center for Students with DisABILITIES, <http://www.uh.edu.csd/>.

VIII. *Grading:* Students will be graded on the basis of a final examination to be given on December 19, 2012 from 9:00 a.m. to 12:00 p.m. In taking the examination students may use and refer to the casebook, notes, and any outline prepared by the student. No other materials, including commercially prepared works or outlines not prepared by the student, may be used.