

University of Arkansas – Fort Smith
5210 Grand Avenue
P.O. Box 3649
Fort Smith, AR 72913

General Syllabus

Law 4023 Legal Issues in Human Resources

Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Prerequisite (s): MGMT 3173 Human Resource Management and admission to the business program, or consent of the instructor

Effective Catalog: 2024-2025

I. Course Information

A. Catalog Description

Legal issues that confront human resource professionals and management personnel. Areas covered include employment at will, privacy laws, sexual harassment, disability claims, compensation, occupational safety, civil rights, medical leave and discrimination.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Describe and understand the various types of employment contracts available.
2. Assess privacy laws as they relate to employment situations.
3. Compare cases involving sexual harassment and possible legal ramifications to employers.
4. Analyze the Americans with Disability Acts requirements and the concept of reasonable accommodation.
5. Explain the importance of OSHA requirements and possible penalties for violations.
6. Evaluate the requirements of the Family Medical Leave Act.
7. Contrast potential types of discrimination that are prohibited in the workplace and related legal liability issues.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking Skills - Students will apply concepts learned to factual or simulated legal situations to identify potential legal liability and possible outcomes.

III. Major Course Topics

- A. Employment Status
- B. Employment application process
- C. Employment at will and employment environment
- D. Agency and Liability
- E. Workers' compensation issues
- F. Sexual Harassment
- G. Family Medical Leave Act
- H. Americans with Disabilities Act
- I. Occupational Safety and Health Act
- J. Fair Labor Standards Act
- K. Age Discrimination Act