Description: The course will focus on federal and state employment laws governing workplace conduct, such as:

- Title VII; The Americans with Disabilities Act (ADA);
- The Age Discrimination in Employment Act (ADEA);
- The Family and Medical Leave Act (FMLA);
- The Texas Payday Act;
- The Texas Workers’ Compensation Act;
- The Texas Commission on Human Rights Act (TCHRA).

The course is compliance oriented; general topics include: Workplace Discrimination, Retaliation, and Harassment; Documenting and Investigating Workplace Complaints (w/ focus on unlawful harassment complaints); and Employment Law Best Practices (real world examples and problem-solving exercises)

Learning Objectives:

- To orient students to general concepts of federal and state discrimination, harassment, and retaliation laws
- To introduce students to leave-of-absence rights and responsibilities under federal and state law
- To explain the recent amendments to the Americans with Disabilities Act
- To equip students with knowledge and problem-solving skills necessary to manage a broad range of issues arising under employment law

Mastery/non Mastery:
To receive a mastery in this class requires attendance of 80% and at least 70% correct on the post assessment.

For more information, call David Lewis at 281.542.2061 David.Lewis@sjcd.edu or Sandee Page at 281.478.3635 Sandee.Page@sjcd.edu