

INTER AMERICAN UNIVERSITY OF PUERTO RICO
DOCTORAL PROGRAM
HUMAN RESOURCES
SCHOOL OF MANAGEMENT

SYLLABUS

I. GENERAL INFORMATION

Course Title : Discrimination in Employment
Code and Number : HURS 8100
Credits : 3 credits
Academic Term :
Professor :
Office Hours :
Office Telephone :
Electronic mail :

II. DESCRIPTION : Analysis of Title VII of Federal Civil Rights Act, as well as, other local and federal laws related with employment discrimination. Study of the theories of discrimination and the procedures and remedies available through the statute. Examination of the principles of statutory interpretation and investigation methods in the area. Includes investigation of topics related to the employment discrimination.

III. OBJETIVES

It is expected that upon completing the course, the student will be able to:

1. Evaluate the problem of discrimination in labor market in the United States and Puerto Rico.
2. Evaluate the theories that economist have developed to understand discrimination.
3. Examine the evaluation made by economist of the existing employment discrimination law to determine if some are complying with the Laws.
4. Analyze the qualitative and quantitative evidence regarding discrimination.

IV. THEMATIC CONTENT

A. An introduction to employment discrimination law.

1. The problem of discrimination: An Overview

- a. An introduction to prejudice and equality
- b. Legal approaches to the employment relationship
- c. Theories of Discrimination: The law and economics of Antidiscrimination Law.

B. Disparate Treatment Discrimination

1. The individual disparate treatment case

- a. When is disparate treatment discrimination?
- b. Intention, Motivation and Cognition

2. The harassment case

- a. The framework for sexual harassment
Analysis, hostile environment harassment, employer liability, responsibility for harassment

3. The Systemic disparate treatment case

- a. Exploring the framework and assumption of statistical proof of discrimination

4. Defense to disparate treatment case

- a. Rebutting the inference of discriminatory intent: The in Spite of and lack of interest defense.

C. Enforcement issues

1. The Equal Employment Opportunity Commission and Administrative Enforcement, ADR and Mandatory Arbitration

- a. Discrimination disputes as a condition of employment

2. The disparate impact case

- a. The framework and justifications for disparate impact
- b. Defense to disparate impact

3. The relationship between disparate impact and disparate treatment

4. Special issues in gender discrimination
 - a. Pregnancy, family and work
 - b. Equal pay and “Comparable Worth”
5. Religious and national origin discrimination
 - a. Employer’s responsibilities for reconciling religious practice and employment
 - b. National origin discrimination
6. Disability discrimination
 - a. Introduction to disability discrimination, defining disability and membership in the protected class
 - b. Defining disability

V. ACTIVITIES

- A. Partial Examination (Short answer, problem question)
- B. Research Paper should cover subjects in labor discrimination
- C. Final Examination (Compressive in nature)
- D. Discrimination in employment of Puerto Rico
- E. Conferences and discussion in classroom

VI. EVALUATION

- A. During the semester, two regular examinations will be given. Both will be worth 50% and will be comprised of essay, short answer, and problem questions. A final exam will also be given that will worth 25%. The final will be partially comprehensive in nature.
- B. A research paper worth 50% is required for each student. The paper should cover subjects in labor discrimination. Further information concerning the paper will be presented in class.

C. Evaluation

	Grading	% of Final Grade
Exams (2)	200	50
Research Paper	100	50
Total	300	100

Grades:

The following maximum grading scale is guaranteed:

90-100=	A
80-89=	B
70-79=	C
60-69=	D
Below 60=	F

VII. SPECIAL NOTES

A. Special Accommodations

Students who require special accommodations must request these services at the beginning of the course as soon as they notice that they need help. Students can access this service with Professor Jose Rodriguez, Coordinator of Students with Special Needs at the Guidance and Counseling Office on the first floor at Metro's Student Center.

B. Plagiarism

Plagiarism, dishonesty, fraud and any other type of manipulation or inappropriate behavior related with academic performance are unacceptable in our institution. Disciplinary actions will be taken on students found guilty of such practice as established in Chapter V, Article 1, Section B.2 of the Student's Rules and Regulations handbook.

<http://metro.inter.edu/servicios/documentos/reglamentosestudiantes2006.pdf>

Inter American University has very strict regulations regarding plagiarism (using the ideas or words of others without giving proper credit), so it is important that you specifically read Chapter 5, Article 1, Section B.2c of the Student' Rules and Regulations Handbook. This section clearly explains what plagiarism is. In addition, it explains the types of sanctions students are exposed to when they commit it.

C. Use of Electronic Devices

Cellular (mobile) telephones and any other electronic device that could interrupt the teaching-learning process or disrupt a milieu favorable for academic excellence will be deactivated. Critical situations will be dealt with in an appropriate manner. The use of electronic devices that permit the accessing, storing or sending of data during tests or examinations is prohibited.

VIII. EDUCATIVE RESOURCES

A. Books

- Zeno Santiago, Charles, Bermudez Pérez, Victor (2003). *Tratado de Derecho del Trabajo*. Publicaciones JTS. Tomo I.
- LexJuris de Puerto Rico (2005). *Leyes Laborales de Puerto Rico*. Publicaciones CD, Inc.
- Campell, McConnell, Brue, Stanley and Macpherson, David (2006). **Contemporary Labor Economis**, 7th Edition. McGraw Hill Companies.
- Fridman and Strickler, (2006). **The Law of Employment Discrimination: Cases and Materials**. 5th Edition

B. Supplementary references

- Zeno Santiago, Charles (2005). **Teorías del Discrimen en el Empleo**. Revista del Colegio de Abogados. Volumen 66.
- Aguirre, Adalberto Jr., Turner, Jonathan H. (2005). **American Ethnicity: The Dynamic and Consequences of Discrimination**, 5th Edition. McGraW Hill Companies.
- Vélez, (2006). **Evaluación y Diagnostico del Acoso Moral o “Mobbing en el Trabajo”**. Revista Jurídica de LexJuris de Puerto Rico. 8 (1).

C. Electronics resources

<http://www.lexjuris.com>

LexJuris de Puerto Rico

www.pub-its.com

JTS Publication

IX. BIBLIOGRAPHY

Aguirre, Adalberto Jr., Turner, Jonathan H. (2005). **American Ethnicity: The Dynamic and Consequences of Discrimination**, 5th Edition. McGraw Hill Companies.

Albelda, Randy, Diago, Robert and Shulman, Steven (2005). **Unlevel Playing Fields: Understanding Inequality and Discrimination**, 2nd Editon. Economics Affairs Bureau, Inc.

Avery, Beltrán, Ontiveros and Corada. (2004). **Employment Discrimination Law: Cases and Material of Equality in the Workplace**, 7th Edition.

Campell, McConnell, Brue, Stanley and Macpherson, David (2006). **Contemporary Labor Economis**, 7th Edition. McGraw Hill Companies.

Colón Acevedo, Alberto (2005). **Legislación Protectora del Trabajo Comentada**, 8ed. Edition.

Enrenber R. and Smith R. (2006). **Modern Labor Economic: Theory and Public Policy**, 9th Edition, Addison-Wesley.

Fridman and Strickler, (2001). **The Law of Employment Discrimination: Cases and Materials**.

Fridman and Strickler, (2006). **The Law of Employment Discrimination: Cases and Materials**. 5th Edition.

Fridman, Joel W. and Strickler, George M. Jr.(2001). **The Law of Employment Discrimination**. 5th Edition.

LexJuris de Puerto Rico (2005). **Leyes Laborales de Puerto Rico**. Publicaciones CD, Inc.

Rutherglen and Danahue. (2005). **Employment Discrimination**, Foundation Press.

Sullivan, Zimmer and Collaway, Richard, (2003). **Cases and Materials on Employment Discrimination**, 6th Edition.

Zeno Santiago, Charles, Bermudez Pérez, Victor (2003). **Tratado de Derecho del Trabajo**. Publicaciones JTS. Tomo I.

Review

Vélez, (2006). **Evaluación y Diagnostico del Acoso Moral o “Mobbing en el Trabajo”**. Revista Jurídica de LexJuris de Puerto Rico. 8 (1).

Zeno Santiago, Charles (2005). **Teorías del Discrimen en el Empleo**. Revista del Colegio de Abogados. Volumen 66.

Electronic Resources

<http://www.lexjuris.com>

LexJuris de Puerto Rico

[http:// www.google.compr/](http://www.google.compr/)

www.pub-its.com

JTS Publication

cai.inter.edu

Centro Acceso Información, Recinto
Metropolitano Universidad
Interamericana de Puerto Rico.