UMKC SCHOOL OF LAW FALL 2012

COURSE NUMBER & COURSE NAME: Employment Discrimination Law—Law 8813

PROFESSOR: Nancy Levit

ESSENTIAL PREREQUISITE(S): None

DESIRABLE PREREQUISITE(S): None

MAJOR LEARNING OBJECTIVES OF THIS COURSE:

You should understand the major models of proof in Title VII litigation—disparate treatment, disparate impact, sexual harassment, and retaliation claims—and in state Missouri Human Rights Act claims.

You will be able to assess your own understanding through a practice (ungraded) midterm and through a series of practice problems that we will cover in class.

You should be able to identify factors that make cases more or less successful at both the EEOC/MCHR stage and in court.

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You should be able to consider nonlitigative avenues—such as negotiation, mediation, or simply the establishment of fair policies and appropriate training if you represent employers—to accomplish fair employment objectives.

Your development of these ideas will be assessed through oral and written responses to discussion questions in class.

METHOD OF GRADING & APPRAISAL OF STUDENT FOR GRADE:

The grade for the course is based on a final examination. Students may be awarded a grade bump for exceptional class performance.

SUMMARY DESCRIPTION OF COURSE:

This is a survey course of the various federal laws governing equal employment opportunity and the administrative and legal processes involved in the enforcement of these laws. The primary causes of action we will cover will be race, sex, national origin and age discrimination, as well as retaliation and sexual and racial harassment. We will also discuss affirmative action, pregnancy discrimination, discrimination based on sexual orientation, grooming and dress codes, equal pay, and employment discrimination class
action cases. Specific attention is given to litigation of employment discrimination claims.

COURSE BOOK(S):


RELEVANCY OF COURSE FOR CAREER PURPOSES:

Recent statistics indicate that fully one-fourth of the federal civil dockets involve employment claims. The vast majority of these are employment discrimination cases. Knowledge of this area of the law will be helpful for non-litigators as well both as an area that will cut across disciplines and in the lawyer's role as employee or employer.

RELEVANCY OF COURSE FOR MISSOURI BAR EXAM PREPARATION:

This is not an area tested on the Missouri bar examinations, but it is covered on the Kansas bar exam under the heading of agency and employment law.