



## COURSE SYLLABUS

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**COURSE: BUS 217 EMPLOYMENT LAW AND REGULATIONS**

**HOURS: Lecture: 3 Lab/Shop: 0 Work Exp/Clinical: 0 Credits: 3**

### **COURSE DESCRIPTION:**

This course introduces the principle laws and regulations affecting public and private organizations and their employees or prospective employees. Topics include fair employment practices, EEO, affirmative action, and employee rights and protections. Upon completion, students should be able to evaluate organization policy for compliance and assure that decisions are not contrary to law.

**PREREQUISITE(S):** None

**COREQUISITE(S):** NONE

### **TEXTBOOK(S) & OTHER SPECIAL REQUIREMENTS:**

Open Educational Resources (OER) are listed in the course Moodle.

### **STUDENT LEARNING OUTCOMES:**

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

1. Define fair employment practices, EEO, affirmative action.
2. Identify employee rights and protections.
3. Evaluate organization policy for compliance.
4. Evaluate decisions to assure they are not contrary to law.
5. Identify legal guidelines for hiring employees through the entire process.
6. Evaluate FMLA structure and application.
7. Identify legal guidelines for termination of employees.
8. Define Labor Relations Laws and Unionization process.

**\*\*\*Please refer to the online version of the Richmond Community College Program & Course Catalog and the Student Handbook for current academic and general information.**