SYLLABUS - EMPLOYMENT DISCRIMINATION LAW (Spring 2008)
Hamline University School of Law (Professor David Larson)

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Syllabus revisions that are made during the semester will be posted on TWEN, so please always refer to TWEN for the most up-to-date copy of the syllabus.

**Goals and Objectives:** This course focuses on anti-discrimination statutes, including Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Equal Pay Act, the Age Discrimination in Employment Act, the Rehabilitation Act of 1973, and the Americans with Disabilities Act. We also will discuss state and local legislation. We will examine both the legislative history of these statutes and the manner in which they currently are being interpreted and applied. We will review the direct evidence, individual disparate treatment, systemic disparate treatment, and disparate impact prima facie cases and relevant defenses. Race, color, religion, sex, national origin, age, disability and sexual orientation discrimination will be examined. One goal is to improve students' ability to analyze and apply judicial opinions. Accordingly, students should expect that they will be called on to discuss the cases during the class sessions.

**Attendance Policy:** Twenty-eight class sessions are scheduled. **Four or more absences will be considered excessive.** Attendance will be taken by circulating the Registrar's attendance sheet. If a student misses four classes, that student will be required to write and submit a 1,000 word paper that discusses one of the issues covered in the classes from which the student was absent. The topic of that paper will be determined by Professor Larson. **Six or more absences will be brought to the attention of the Associate Dean and may result in a course withdrawal (W) or a failing grade (F).**

**Testing and Grading:** Students will be given a three hour examination at the end of the semester (during the final examination period). It is anticipated that the examination will involve two or three essay questions. If this is not the case, then any change will be brought to the students' attention during class and also posted on TWEN.
Assignments  (all pages are in the Zimmer, Sullivan, White textbook unless otherwise indicated)

Jan. 16:  pp. 3 – 54 and supp. pp. 3 - 5 (Employment Discrimination: Legal Approaches/Policy); Friedman pp. 1 - 12


Feb. 6:  Omit textbook pages pp. 181 - 198, read only supp. pp. 34 - 42 Desert Palace p. 34 supp


Feb. 15:  pp. 251 - 282 and supp. pp. 45 – 47 (Defenses to Disparate Treatment) (BFOQ) Feeney p. 251, Sears p. 253, Johnson Controls p. 268,


Feb. 29:  pp. 394 - 424 and supp. pp. 56 – 78 (Section 703(h) Exceptions)
March 5: pp. 425 - 460 and supp. pp. 79 – 85 (Interrelationship of Disp. Treatment & Impact Theories)

March 7: pp. 461 - 491 and supp. pp. 86 – 102 (Title VII coverage, Sex Discrimination)

March 12: pp. 492 - 526 and supp. pp. 102 – 120 (Unlawful Harassment)

March 14: pp. 527 - 557 and supp. pp. 120 – 127 (Co-workers, 1st Amt, Dress Codes, Sexual Orientation)

March 17 – 23 (Spring Break)


April 4: pp. 650 - 680 and supp. pp. 138 – 143 (Retaliation cont'd, Age Discrimination, Disability Discrim.)


April 11: pp. 714 - 745 and supp. pp. 147 – 150 (Disability Discrimination)

April 16: pp. 745 - 776 and supp. pp. 150 – 152 (Disability Discrimination)


April 23: pp. 811 – 829 (Disability Discrim), pp. 833 - 842 (Procedures) and supp. pp. 155 – 159

April 25: pp. 842 - 872 and supp. pp. 159 – 163 (Procedures)