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  
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. OBJECTIVES

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

<table>
<thead>
<tr>
<th></th>
<th>Grading</th>
<th>% of Final Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exams (2)</td>
<td>200</td>
<td>50</td>
</tr>
<tr>
<td>Research Paper</td>
<td>100</td>
<td>50</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>

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.


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


B. Supplementary references


C. Electronics resources

http://www.lexjuris.com                        LexJuris de Puerto Rico

www.pub-its.com                               JTS Publication
 IX. BIBLIOGRAPHY


Review


Electronic Resources

http://www.lexjuris.com LexJuris de Puerto Rico

http://www.google.compr/

www.pub-its.com JTS Publication

cai.inter.edu Centro Acceso Información, Recinto Metropolitan Universitad Interamericana de Puerto Rico.

Rev. 06/2011