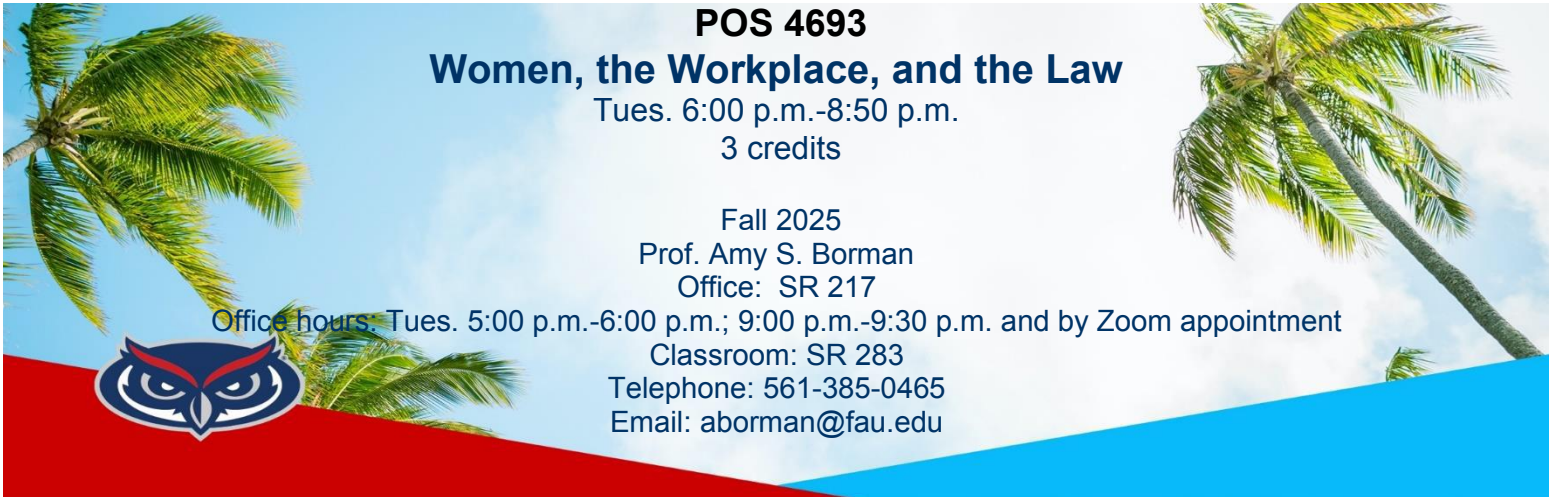
 FLORIDA ATLANTIC UNIVERSITY	NEW COURSE PROPOSAL Undergraduate Programs		UUPC Approval _____ UFS Approval _____ SCNS Submittal _____ Confirmed _____ Banner Posted _____ Catalog _____
	Department Political Science College Honors College <i>(To obtain a course number, contact erudolph@fau.edu)</i>		
Prefix POS Number 4693	<i>(L = Lab Course; C = Combined Lecture/Lab; add if appropriate)</i> Lab Code	Type of Course <input type="text" value="Lecture"/>	Course Title Honors Women, the Workplace, and the Law
Credits <i>(See Definition of a Credit Hour)</i> 3	Grading <i>(Select One Option)</i> Regular <input checked="" type="radio"/> Sat/UnSat <input type="radio"/>	Course Description <i>(Syllabus must be attached; see Template and Guidelines)</i> Introduces students to legal issues impacting women, with emphasis on discrimination in the workplace.	
Effective Date <i>(TERM & YEAR)</i> Fall 2025	Prerequisites, with minimum grade* None		Corequisites None
		Registration Controls <i>(Major, College, Level)</i> Honors standing	
<i>*Default minimum passing grade is D-. Prereqs., Coreqs. & Reg. Controls are enforced for all sections of course</i>			
WAC/Gordon Rule Course <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>WAC/Gordon Rule criteria must be indicated in syllabus and approval attached to proposal. See WAC Guidelines.</small>		Intellectual Foundations Program (General Education) Requirement <i>(Select One Option)</i> None <small>General Education criteria must be indicated in the syllabus and approval attached to the proposal. See Intellectual Foundations Guidelines.</small>	
Minimum qualifications to teach course PhD in Political Science, or law degree			
Faculty Contact/Email/Phone Dr. Mark Tunick, tunick@fau.edu, 68670		List/Attach comments from departments affected by new course	
Approved by Department Chair <u>M. A. V. [Signature]</u> College Curriculum Chair <u>Terri Hill [Signature]</u> College Dean <u>Janie [Signature]</u> UUPC Chair _____ Undergraduate Studies Dean _____ UFS President _____ Provost _____			Date <u>10/11/24</u> <u>10-11-2024</u> <u>10/11/24</u> _____ _____ _____

Email this form and syllabus to mjenning@fau.edu seven business days before the UUPC meeting.



POS 4693
Women, the Workplace, and the Law
Tues. 6:00 p.m.-8:50 p.m.
3 credits



Fall 2025
Prof. Amy S. Borman
Office: SR 217
Office hours: Tues. 5:00 p.m.-6:00 p.m.; 9:00 p.m.-9:30 p.m. and by Zoom appointment
Classroom: SR 283
Telephone: 561-385-0465
Email: aborman@fau.edu

Course Description

Introduces students to legal issues impacting women, with emphasis on discrimination in the workplace. The course will discuss the development of the laws of discrimination in the workplace; explore different perspectives of discrimination and equality; analyze the different types of discrimination and how they are proven; and discuss the remedies that both employers and employees have with regard to claims of discrimination.

Why this course is an honors course

This course is an honors course because it draws on more challenging material than is typical in regular courses, including primary texts of court cases rather than secondary summaries of this material; and lectures will be combined with discussions to facilitate development of communication skills facilitated by smaller class size than is typical for non-honors courses.

Instructional Method

In Person

Prerequisites/Corequisites: none

Course Objectives/Student Learning Outcomes

At the end of the course, students should be able to identify the different theories or statutes under which a claim for workplace discrimination could be brought. When presented with a hypothetical discriminatory situation, students should be able to present arguments as to whether the behavior would - or would not - rise to an actionable level of discrimination and the basis for their conclusion. Students should also be identify the remedies that would be available to an employee who was the subject of unlawful discrimination.

Course Evaluation Method

Attendance & Class Participation: **10%** of the final grade. Participation in classroom activities is mandatory. You must read the assigned materials before coming to class and be prepared to discuss the issues. Of the 15 weeks of class, attendance will be taken and counted on 10 of those classes (attendance can be taken at the beginning, middle, or end of class or a combination of all three). Each class is worth 1 point (for a total of 10 points possible). If you have an unexcused absence on that day, you will not receive credit for the day nor will you receive credit for the weekly assignment (for a total loss of 5 points – see below under weekly assignments).

Weekly Assignments: **40%** of the final grade. There will be 11 assignments each worth 4 points (4=A; 3.5=B+; 3=B; 2.5=C+; 2=C; 1.5=D+; 1=D; 0=F). The lowest graded assignment will not count (for a total of 40 points possible). The assignments will be posted on Canvas at least a week before the due date. Weekly assignments could include short quizzes (available on Canvas), written reflections on the readings, case briefings, etc. If you have an unexcused absence for a class where attendance is taken and counted, the weekly assignment will receive a 0 (for a total loss of 5 points – see above under attendance).

Exams: There will be 2 "open note" exams which are **50%** percent of final grade. The exams will not be cumulative. The examinations will be weighted as follows:

Highest graded exam: 30% of final grade

Lowest graded exam: 20% of final grade

Please remember to weigh the exam in accordance with its percentage when viewing your grade in Canvas.

Course Grading Scale

A	92.5-100	A-	89.5-92.4		
B+	86.5-89.4	B	82.5-86.4	B-	79.5-82.4
C+	76.5-79.4	C	72.5-76.4	C-	69.5-72.4
D+	66.5-69.4	D	62.5-66.4	D-	59.5-62.4
F	<59.5				

Policy on Makeup Tests, Late Work, and Incompletes (if applicable)

Unexcused absences will result in a 0 for the assignment due that day (see policy on Attendance below and Course Evaluation above). After three unexcused absences, each absence will further result in a 1/2 letter grade deduction from your final grade. Exceptions are up to the instructor's discretion.

If an emergency exists that occurs on an exam date, prior approval of the instructor to make up the exam must be obtained unless the situation is such that communication is impossible.

Special Course Requirements

There will be required videos/film viewings as posted in Canvas. If an employment discrimination trial is taking place in the local court system, students will be required to attend a portion depending on class schedule and trial dates. The instructor will provide information if and when it becomes available.

Classroom Etiquette Policy

While computers are permitted for the purpose of taking notes, other electronic devices (including phones, tablets, etc.) are not permitted to be used during class. Failure to abide by this policy may result in the student being asked to leave the class and receiving a 0 for participation.

Policy on the Recording of Lectures

Students enrolled in this course may record video or audio of class lectures for their own personal educational use. A class lecture is defined as a formal or methodical oral presentation as part of a university course intended to present information or teach students about a particular subject. Recording class activities other than class lectures, including but not limited to student presentations (whether individually or as part of a group), class discussion (except when incidental to and incorporated within a class lecture), labs, clinical presentations such as patient history, academic exercises involving student participation, test or examination administrations, field trips, and private conversations between students in the class or between a student and the lecturer, is prohibited. Recordings may not be used as a substitute for class participation or class attendance and may not be published or shared without the written consent of the faculty member. Failure to adhere to these requirements may constitute a violation of the University's Student Code of Conduct and/or the Code of Academic Integrity.

Attendance Policy

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations or participation in University-approved activities. Examples of University-approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances and debate activities. It is the student's responsibility to give the instructor notice prior to any anticipated absences and within a reasonable amount of time after an unanticipated absence, ordinarily by the next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

Counseling and Psychological Services (CAPS) Center

Life as a university student can be challenging physically, mentally and emotionally. Students who find stress negatively affecting their ability to achieve academic or personal goals may wish to consider utilizing FAU's Counseling and Psychological Services (CAPS) Center. CAPS provides FAU students a range of services – individual counseling, support meetings, and psychiatric services, to name a few – offered to help improve and maintain emotional well-being. For more information, go to <http://www.fau.edu/counseling/>

Disability Policy

In compliance with the Americans with Disabilities Act Amendments Act (ADAAA), students who require reasonable accommodations due to a disability to properly execute coursework must register with Student Accessibility Services (SAS) and follow all SAS procedures. SAS has offices across three of FAU's campuses – Boca Raton, Davie and Jupiter – however disability services are available for students on all campuses. For more information, please visit the SAS website at www.fau.edu/sas/.

Code of Academic Integrity

Students at Florida Atlantic University are expected to maintain the highest ethical standards. Academic dishonesty is considered a serious breach of these ethical standards, because it interferes with the university mission to provide a high-quality education in which no student enjoys an unfair advantage over any other. Academic dishonesty is also destructive of the university community, which is grounded in a system of mutual trust and places high value on personal integrity and individual responsibility. Harsh penalties are associated with academic dishonesty. For more information, see [University Regulation 4.001](#) and the WHC Academic Honor Code at <http://www.fau.edu/honors/academics/honor-code.php>.

Required Texts/Readings

- There is no required textbook.
- Reading materials will be provided on Canvas or in class.

Course Topical Outline*

*Subject to change due to availability of guest speakers and course progression

1. JANUARY 11

- **DISCUSSION:** Introduction and overview of the court system and the concept of discrimination. Discussion of what is the workplace, what is discriminatory conduct, and what makes certain behavior actionable.
- **READINGS:** *Bobb v. Municipal Court*, 143 Cal. App. 3d 860 (Cal. 1st District 1983) pages 1-4 (Canvas).
- **WEEKLY ASSIGNMENT:** None

2. JANUARY 18

- **DISCUSSION:** Development of Employment Law
- **READINGS:** Title VII - Civil Rights Act of 1964; 42 U.S. Code 2000(e)(2) (see Canvas); *Brown v. Board of Education*, 347 U.S. 483 (1954); *How "Sex" Got Into Title VII: Persistent Opportunism as a Maker of Public Policy*, Jo Freeman, *Law and Inequality: A Journal of Theory and Practice*; The History Corner: Was the Addition of Sex to Title VII a Joke? Two Viewpoints. Scott Highhouse and Art Guttman, *Society for Industrial and Organizational Psychology*; Article: *Women and the COVID Ceiling*
- **WEEKLY ASSIGNMENT (1):** See Canvas

3. JANUARY 25

- **DISCUSSION:** Discrimination and Equality
- **READINGS:** *What the #MeToo Has to Do with Workplace Gender Gap*, *Wall Street Journal* October 23, 2018 (Canvas); *Johnson v. Transportation Agency*, 480 U.S. 616 (1987) (pages 1445-1449 and 1453-1457); *Theoretical Frameworks*, Katharine Bartlett
- **WEEKLY ASSIGNMENT (2):** See Canvas

4. FEBRUARY 1

- **DISCUSSION:** Legal Framework of Discrimination Claims: Individuals Claims v. Group Claims; Intentional Discrimination v. Disparate Impact
- **READINGS:** *Frontiero v. Richardson*, 411 U.S. 677 (1973); *Sreeram v. Louisiana State*; *Ezold v. Wolf Block*; *Price Waterhouse v. Hopkins*; *Griggs v. Duke* (see Canvas)
- **WEEKLY ASSIGNMENT (3):** See Canvas

5. FEBRUARY 8

- **DISCUSSION:** In Class Video - RBG documentary
- **READINGS:** *United States v. Virginia*, 518 U.S. 515 (1996); *Bradwell v. Illinois*; *In Re: Lady Lawyers: The Rise of Women Attorneys and the Supreme Court*
- **WEEKLY ASSIGNMENT (4):** See Canvas

6. FEBRUARY 15

- **DISCUSSION:** Discrimination in the Professional World/Guest Speaker
- **READINGS:** *Why are women leaving the law?* *Florida Bar News* Sept. 15, 2018; Focus on Parkland Judge's Appearance, Not Jurisprudence, Seen as 'Disheartening', Women's Law Group Says; *Justice Interrupted*, *Virginia Law Review* (Nov. 2017); *Jespersen v. Harrah's*, 444 F.3d 1104 (9th Cir. 2006)
- **WEEKLY ASSIGNMENT (5):** See Canvas

7. FEBRUARY 22

- **EXAM** - Exam 1
- **Watch the documentary *Miss Representation*.** <https://www.kanopy.com/product/miss-representation-0>

8. MARCH 1

- **DISCUSSION:** When is it okay to discriminate? What is a Bona Fide Occupational Qualification (BFOQ)?
- **READINGS:** *Dothard v. Rawlinson*, 433 U.S. 321 (1977) (pages 2720-2730) (Canvas); *Wilson v. Southwest Airlines, Co.*, 517 F. Supp. 292 (N.D. Tex. 1981) (Canvas); *Sreeram v. Louisiana State Univ. Med. Ctr.*, 188 F. 3d 314 (5th Cir. 1999)
- **WEEKLY ASSIGNMENT (6):** See Canvas

9. MARCH 8 - No Class (spring break)

10. MARCH 15

- **DISCUSSION:** Sexual Harassment
- **READINGS:** *Harris v. Forklift Systems, Inc.* 510 U.S. 17 (1993) (Canvas); *Oncale v. Sundowner Offshore Services, Inc.* 523 U.S. 75 (1998) (Canvas), *EEOC v. National Education Ass'n*, 422 F. 3d 840 (9th Cir. 2005) (Canvas).
- **WEEKLY ASSIGNMENT (7):** See Canvas

11. MARCH 22

- **DISCUSSION:** Pregnancy Discrimination
- **READINGS:** Pregnancy Discrimination; *The Physical Toll of Pregnancy Discrimination, The New York Times 2018* (Canvas); *Chambers v. Omaha Girls Club*, 834 F. 2d 697 (8th Cir. 1987) (Canvas); *Delva v. Continental Group*, 137 So. 3d 371 (Fla. 2014); *O'Loughlin v. Pinchback*, 579 So. 2d 788 (Fla. 1st DCA 1991) (Canvas); *Troupe v. May Department Stores*, 20 F. 3d 734 (7th Cir. 1994) (Canvas)
- **WEEKLY ASSIGNMENT (8): See Canvas**

12. MARCH 29

- **DISCUSSION:** Equal Pay Act
- **READINGS:** Fair Labor Standards Act/Equal Pay Act; *EEOC v. Madison Community Unit School District No. 12*, 818 F.2d 577 (7th Cir. 1987) (Canvas); Lilly Ledbetter Legislation (Canvas); The Equal Pay Act in the Courts: a De Facto White-Collar Exemption 79 N.Y.U. L. Rev. 1873 (2004) (Canvas).
- **WEEKLY ASSIGNMENT (9) See Canvas**

13. APRIL 5

- **DISCUSSION:** Family Medical Leave Act
- **READINGS:** The Family and Medical Leave Act: 9 Geo. J. Gender & L. 1001 (Canvas); *Pereda v. Brookdale Senior Living*, 10-14723 (11th Cir. 2012) (canvas)
- **WEEKLY ASSIGNMENT (10): See Canvas**

14. APRIL 12

- **DISCUSSION:** How do you file a complaint of discrimination? What are an individual's remedies?
- **READINGS:** Societal Remedies (readings on Canvas); *Kahn v. Shevin*, 416 U.S. 351 (1974) (Canvas); *Johnson v. Transportation Agency*, 480 U.S. 616 (1987) (Canvas) (repeat from week 3).
- **WEEKLY ASSIGNMENT (11): See Canvas**

15. APRIL 19

- **EXAM 2**