HRM 5305-115 Human Resource Law
Summer 2020 – Fully Online Eight Week Course
Texas A&M University - Central Texas

INSTRUCTOR AND CONTACT INFORMATION
Instructor: Lucas Loafman, J.D., M.B.A.
Office: Founders Hall Rm 318M (until June 26th), 217 R (starting June 29th)
Office Phone: 254-519-5724 (until June 26th), 254-519-5437 (starting June 29th)
Email: loafman@tamuct.edu – This is the best method to contact me for a quick response, since I can access this at home and on the road.

Office Hours:
By Appointment – My office hours vary daily due to meetings and other duties as Interim Dean until July 14th. I will do all I can to ensure that you get in to see me as soon as possible if needed.

Mode of instruction and course access:
This course is a 100% online course and uses the TAMUCT Canvas Learning Management System: https://tamuct.instructure.com. If you need a refresher on any Canvas tools, the Help link on the global Navigation menu (left side) provides you with a link to the Canvas Guides. The icon looks like a question mark. You can get to the Canvas Student Video Guides by following the link to the Canvas Guides at the top of the slide out menu. Once you get to the Canvas Guides home page, please select Video Guide and then select Students in the table of content to get to the Student Video Guides.

Though no specific legal knowledge is required as a prerequisite to this course, it will be essential that you have a familiarity with the general use of Power Point, Microsoft Word, the Internet, copying and pasting information and attaching documents for submission.

Student-instructor interaction:
It’s easiest to reach me via email, as I can even access it in some meetings. I will respond to all email within 24 hours if I’m not traveling, usually within a couple of hours. I will try to make an announcement on Canvas if I will be out of contact for an extended period of time.

Warrior Shield: Emergency Warning System for Texas A&M University-Central Texas
Warrior Shield is an emergency notification service that gives Texas A&M University-Central Texas the ability to communicate health and safety emergency information quickly via email, text message, and social media. All students are automatically enrolled in Warrior Shield through their myCT email account.

Connect to Warrior Shield by 911Cellular [https://portal.publicsafetycloud.net/Account/Login] to change where you receive your alerts or to opt out. By staying enrolled in Warrior Shield, university officials can quickly pass on safety-related information, regardless of your location.
COURSE INFORMATION

1.0 Catalog Course Description

Examines legal issues and regulatory processes related to employment relationships, equal employment opportunity and affirmative action, privacy, employment testing and staffing, compensation and benefits, employee/labor relations, and occupational health and safety.

2.0 Course Level Objectives

At the conclusion of the course the student will be able to:

1. Students will demonstrate a comprehensive knowledge and understanding of issues, laws and regulations affecting the employer-employee relationship.
2. Students will be able to analyze decided legal cases for their impact upon the practice of HRM.
3. Students will be able to analyze employment scenario hypotheticals and articulate the legal issues involved, as well as providing legally compliant strategies for dealing with the situation.

2.1 Weekly/Module Learning Objectives:

Students will be able to:

1. Discuss the importance of a positive culture and employment relationship to prevent/reduce conflict and legal issues, including identifying problems in advance through surveys (participation), review of data such as turnover, good communication, and employee engagement.
2. Discuss the issue of workplace conflict and conflict management strategies, including alternative dispute resolution options such as negotiation, mediation, and arbitration.
3. Classify a worker as an employee and independent contractor and explain why it matters.
4. Recognize when a covenant not to compete is enforceable.
5. Identify the difference between an employment-at-will relationship and its major exceptions.
6. Differentiate between disparate treatment and disparate impact discrimination and how biases can create problems in the workplace.
7. Recognize the basis for a claim of retaliation.
8. Identify who is covered by Title VII.
9. Explain the EEOC administrative process.
10. Describe how the recruitment environment is regulated by the law and how an employer may be liable for negligent hiring.
11. Identify the circumstances under which an employment test may be legally administered.
12. Discuss what affirmative action is and why it was created.
13. Analyze a situation to determine the legality of an organization’s affirmative action program.
14. Recognize race based discriminatory action in the workplace, including tangible actions and harassment.
15. Discuss the legal status of “English-only” policies and when fluent English may be required.
16. Recognize the extent of protection under the Immigration Control and Reform Act.
17. Analyze a situation and determine if there are gender based discrimination issues that may result in employer liability, including Sex+ and Equal Pay issues.
18. Explain Quot Quo Quot Sexual Harassment.
20. State the employers affirmative defense to a Sexual Harassment claim.
21. Discuss the legal protections available based on sexual/affinity orientation and the workplace issues that may arise in the broader context of gender identity issues.
22. Explain under what circumstances and to what limits an employer must accommodate the religious practices of its employees.
23. Differentiate between the ADEA and Title VII.
24. State the burden of proof now required in and ADEA claim.
25. Identify BFOQ defenses to ADEA claims.
26. Define Disability under the ADA.
27. Explain the concept of undue hardship in accommodations and the responsibilities of the parties involved.
28. Determine the circumstances as to when an employee has a right of privacy in and outside of the workplace and the impact of technology on that privacy.
29. Recognize the impacts of Norris LaGuardia and National Labor Relations Acts.
30. Differentiate between the various labor shop arrangements.
31. Describe the collective bargaining process, including the impact on wage issues.
32. Identify unfair labor practices.
33. Recognize when the minimum wage and overtime must be paid and their exceptions under the Fair Labor Standards Act, as well as the ages at which a child can engage in certain types of employment under the FLSA.
34. Determine an employer’s responsibilities under the FMLA.
35. Explain the requirements of the Affordable Care Act.
36. Describe what OSHA does.
37. Identify the key components and requirements of health and retirement programs including COBRA, HIPPA, the HMOA Act of 1973, ERISA, and the Pension Protection Act of 2006.

Textbook and Course Materials:
There is no required text for this course. However, I will generally follow the organizational pattern for material found in Employment Law for Business by Dawn D. Bennett-Alexander and Laura Hartman. It was their 7th edition published by McGraw-Hill. ISBN: 978-0-07-352496-2. You can probably pick up a copy of this edition or the 8th, relatively cheap (probably $20), if you want another good resource and explanation of the material. I chose not to continue with that text due to a lack of updates and the high cost. Each week there will be videos and topical readings on the subject to be covered.

You will also need a properly configured computer that is compatible with the technology requirements statement later, and listed in Canvas, with: speakers or a headset (to listen to audio/video files), camera, reliable internet access, PowerPoint, and MS Word.

COURSE REQUIREMENTS (all assignments must be submitted in a .doc or .docx format):
1. Employment Law in the News/Courts (60 Points) – You will select a news article or employment law case that has been published since May 1, 2020. Any article that is substantively based on the pending Supreme Court decisions on sexual orientation is not allowed. Also, the article or case has to be distinct from your research topic. You will contact me to arrange a time for you to present this article or case to me (and the class if they choose to join) on Web Ex (more details later). Given what we have experienced with Covid-19, you need to be prepared to conduct quality meetings and presentations remotely. The substance of the content and quality of the presentation will both factor into the grading. A rubric is posted in Canvas. You may schedule this meeting at any agreeable point, but it must be completed by Friday, July 3rd.
2. **Discussions – 160 Points (1 at 35 points and 5 at 25 Points each)** – Since we do not have “class time” to interact in person, it is vital that you and your classmates are able to share your own views and perspectives with regards to many of these issues. Although I do want you to feel free to express yourself, you must be considerate of your classmates’ views and ideologies, since opinions will certainly vary. You may not like their views or take on an issue, but be civil and respectful when you respond if you happen to disagree. You will find the requirements for each discussion assignment in the “Assignments” tab located on the left side of Canvas or in the Weekly Module. A grading rubric is attached to the assignment directions in Canvas. These will be **due on Fridays by 11:59 PM Central (23:59)**, but you may submit them earlier in the week.

3. **Case Briefing Assignments – 180 Points (6 at 30 Points each)** – Most weeks you will have a major employment law case to brief from the last few years (none in weeks 5 or 8). There is a rubric available on Canvas to show approximate weighting. These will be submitted on Canvas with SimCheck/Turnitin enabled. DO NOT use any source to complete this assignment other than the information found in the case itself I link for you. **These will be generally due on Sundays by 11:59 PM Central (23:59), but #4 is due on a Friday.** As always, you may submit your work at any time. These assignments align with Course Level Objective (CLO) #2.

4. **Research Paper on Current Topics in HR Law - 200 Points** - More detailed instructions may be found on Canvas. This assignment is **due on Monday, July 20th**. This assignment is aligned with CLO’s 1, 2, and 3.

5. **Exams – 400 Points - 2 at 200 points each** – You will have two exams to complete on Canvas, a midterm and a final. There will be a three-day window in which to complete each exam. Each exam will be composed of two separate timed sections. One section is composed of 40 multiple choice and true/false questions worth two and a half points each and is aligned with CLO #1. The other section is composed of ten essay questions, worth ten points each, that will require you apply the material you have learned to a hypothetical situation as stated in CLO #3. The exams will be remotely proctored with our new Proctorio application. Thus, be sure you are doing your own work! If there is an unavoidable conflict, you must let me know ahead of time, not after. I may allow a make-up, but even then, it may be an entirely differently structured exam or you may have to come to campus or take it in a proctored setting. I am the sole judge on these matters and you should bring exam issues to me when they arise. Example questions are posted in the Week 4 Module.

**Grading Scale**

*Note the C, D, and F Ranges Especially*

- 895-1000 = A - Good
- 795-894 = B - Acceptable
- 715-794 = C – Needs Improvement – Remember you need a 3.0 to graduate, so a C hurts!
- 645-714 = D – Unacceptable – Counts as an F in Graduate School for GPA purposes
- 644 or less = F – Unacceptable
Grades may also be adjusted at the end of the semester based on class results. This means that an average may qualify for a higher letter grade than the scale normally provides for to facilitate an appropriate grade distribution.

**Posting of Grades and Late Work**
I will do my best to try to have most work graded within 72 hours of its due date/time. I will probably not grade any work until the due date/time for that assignment has arrived. With my role as Interim Dean, it is very possible that deviations from these norms may happen early this summer. If they do, I will try to provide status updates via Canvas announcements.

**Late work penalties:**
1. The *News/Court* assignment will lose 15 points if initially late and I will not schedule a presentation past July 10th.
2. Late *Discussion* submissions will not be accepted, so follow the instructions closely!
3. *Case Brief* submissions will lose seven points if late and will not be accepted for any credit more than one week late (July 24th for #6 is the cut off for any credit).
4. The *Current Topics* paper will lose 20 points per day late, but must be submitted by Friday, July 24th for any credit.

**COURSE OUTLINE AND CALENDAR (All times CST)**

**Module 1 – June 1st**
1. Familiarize yourself with the course layout and requirements, as well as read and listen to any materials posted for our Introduction to Employment Law.
2. Complete and Submit Discussion #1 by 11:59 PM (23:59) on Friday, June 5th.
3. Submit Case Brief Assignment #1 by 11:59PM (23:59) on Sunday, June 7th.

**Module 2 – June 8th**
1. Read and listen to any materials for our look at the hiring process and Introduction to Title VII of the Civil Rights Act of 1964.
2. Complete and Submit Discussion #2 by 11:59PM (23:59) on Friday, June 12th.
3. Submit Case Assignment #2 by 11:59PM (23:59) on Sunday, June 14th.

**Module 3 – June 15th**
1. Read and listen to any materials for our look at Race and Color and Affirmative Action
2. Complete and Submit Discussion #3 by 11:59PM (23:59) on Saturday, June 19th.
3. Submit Case Assignment #3 by 11:59PM (23:59) on Sunday, June 21st.

**Module 4 – June 22nd**
1. Read and listen to any materials as we study National Origin and Religious Discrimination
2. Submit Case Assignment #4 by 11:59PM (23:59) on Friday, June 26th.
3. Midterm available starting on Saturday, June 27th, at 8AM (08:00) – Monday, June 29th at 11:59 PM (23:59).
Module 5 – June 29th
1. Read and listen to any materials as we examine Gender Discrimination and Sexual Harassment.
2. Complete and Submit Discussion #4 by 11:59PM (23:59) on Friday, July 3rd.
3. Complete your web article/case presentation by Friday, July 3rd.

Module 6 – July 6th
1. Read and listen to any materials as we study LGBTQ related topics and Age Discrimination.
2. Complete and Submit Discussion #5 by 11:59PM (23:59) on Friday, July 11th.
3. Submit Case Assignment #5 by 11:59PM (23:59) on Sunday, July 12th.

Module 7 – July 13th
1. Read and listen to any materials as we examine Disability Discrimination and Employee Privacy.
2. Complete and Submit Discussion #6 by 11:59PM (23:59) on Friday, July 17th.

Module 8 – July 20th
1. Read and listen to any materials as we explore select Labor Law and other Workplace Benefits and Protections.
2. Submit Current Topics research paper by 11:59 (23:59) on Monday, July 20th
3. Final available from Thursday, July 23rd at 8AM (08:00) – Saturday, July 25th at 11:59 PM (23:59).

### Relevant University Academic Calendar Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 1, 2020</td>
<td>Add, Drop, and Late Registration Begins for 10-, 8- and First 5-Week Classes. $25 fee assessed for late registrants</td>
</tr>
<tr>
<td>June 1, 2020</td>
<td>Classes Begin for First 5-, 10-, and 8-Week Session</td>
</tr>
<tr>
<td>June 8, 2020</td>
<td>Deadline to Drop 8-week Classes with No Record</td>
</tr>
<tr>
<td>July 3, 2020</td>
<td>Deadline for Graduation Application</td>
</tr>
<tr>
<td>July 10, 2020</td>
<td>Deadline to Drop 8-Week Classes with a Quit (Q) or Withdraw (W)</td>
</tr>
<tr>
<td>July 24, 2020</td>
<td>Classes End for 8-Week Session</td>
</tr>
<tr>
<td>July 24,</td>
<td>Deadline to Withdraw from the University for 8 -Week Classes</td>
</tr>
<tr>
<td>2020</td>
<td>Deadline for Degree Conferral Applications to the Registrar’s Office. $20 Late Application Fee</td>
</tr>
<tr>
<td>--------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>August 7, 2020</td>
<td>Summer Commencement Ceremony</td>
</tr>
</tbody>
</table>

TECHNOLOGY REQUIREMENTS AND SUPPORT

Technology Requirements
This course will use the A&M-Central Texas Instructure Canvas learning management system. **We strongly recommend the latest versions of Chrome or Firefox browsers. Canvas no longer supports any version of Internet Explorer.**

Logon to A&M-Central Texas Canvas [https://tamuct.instructure.com/] or access Canvas through the TAMUCT Online link in myCT [https://tamuct.onecampus.com/]. You will log in through our Microsoft portal.

Username: Your MyCT email address. Password: Your MyCT password

Canvas Support
Use the Canvas Help link, located at the bottom of the left-hand menu, for issues with Canvas. You can select “Chat with Canvas Support,” submit a support request through “Report a Problem,” or call the Canvas support line: 1-844-757-0953.
For issues related to course content and requirements, contact your instructor.

Online Proctored Testing
A&M-Central Texas uses Proctorio for online identity verification and proctored testing. This service is provided at no direct cost to students. If the course requires identity verification or proctored testing, the technology requirements are: Any computer meeting the minimum computing requirements, plus web camera, speaker, and microphone (or headset). Proctorio also requires the Chrome web browser with their custom plug in.

Other Technology Support
For log-in problems, students should contact Help Desk Central
24 hours a day, 7 days a week
Email: helpdesk@tamu.edu
Phone: (254) 519-5466
Web Chat: [http://hdc.tamu.edu]

Please let the support technician know you are an A&M-Central Texas student.
UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES

Drop Policy.
If you discover that you need to drop this class, you must complete the Drop Request Dynamic Form through Warrior Web.
https://dynamicforms.ngwebsolutions.com/casAuthentication.ashx?InstID=eaed95b9-f2be-45f3-a37d-46928168bc10&targetUrl=https%3A%2F%2Fdynamicforms.ngwebsolutions.com%2FSubmit%2FForm%2FStart%2F53b8369e-0502-4f36-be43-f02a4202f612

Faculty cannot drop students; this is always the responsibility of the student. The Registrar’s Office will provide a deadline on the Academic Calendar for which the form must be completed. Once you submit the completed form to the Registrar’s Office, you must go into Warrior Web and confirm that you are no longer enrolled. If you still show as enrolled, FOLLOW-UP with the Registrar’s Office immediately. You are to attend class until the procedure is complete to avoid penalty for absence. Should you miss the drop deadline or fail to follow the procedure, you will receive an F in the course, which may affect your financial aid and/or VA educational benefits.

Academic Integrity – This is something I take very seriously!
Texas A&M University-Central Texas values the integrity of the academic enterprise and strives for the highest standards of academic conduct. A&M-Central Texas expects its students, faculty, and staff to support the adherence to high standards of personal and scholarly conduct to preserve the honor and integrity of the creative community. Academic integrity is defined as a commitment to honesty, trust, fairness, respect, and responsibility. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. Academic misconduct is any act that improperly affects a true and honest evaluation of a student’s academic performance and includes, but is not limited to, working with others in an unauthorized manner, cheating on an examination or other academic work, plagiarism and improper citation of sources, using another student’s work, collusion, and the abuse of resource materials. All academic misconduct concerns will be referred to the university’s Office of Student Conduct. Ignorance of the university’s standards and expectations is never an excuse to act with a lack of integrity. When in doubt on collaboration, citation, or any issue, please contact your instructor before taking a course of action.

For more information regarding the Student Conduct process, https://www.tamuct.edu/student-affairs/student-conduct.html.
If you know of potential honor violations by other students, you may submit a report, https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=0.

My Statement: All work in this course is to be done individually. You may get the rare/occasional assistance from other students about where you found certain information/answers (not exams at all though), but I should not see close/identical answers on many assignments. I have a pretty good eye for this, as my memory is pretty good! If you need
help, ask me! Any instance of academic dishonesty will likely result in an F in my course. I have taught this course long enough that I can tell if you are collaborating or not, despite the fact that your answers may differ slightly.

**Academic Accommodations.**
At Texas A&M University-Central Texas, we value an inclusive learning environment where every student has an equal chance to succeed and has the right to a barrier-free education. The Office of Access and Inclusion is responsible for ensuring that students with a disability receive equal access to the university’s programs, services and activities. If you believe you have a disability requiring reasonable accommodations please contact the Office of Access and Inclusion, WH-212; or call (254) 501-5836. Any information you provide is private and confidential and will be treated as such.

For more information please visit our [Access & Inclusion Canvas page](https://tamuct.instructure.com/courses/717)

**Important information for Pregnant and/or Parenting Students.**
Texas A&M University-Central Texas supports students who are pregnant and/or parenting. In accordance with requirements of Title IX and related guidance from US Department of Education’s Office of Civil Rights, the Dean of Student Affairs’ Office can assist students who are pregnant and/or parenting in seeking accommodations related to pregnancy and/or parenting. Students should seek out assistance as early in the pregnancy as possible. For more information, please visit [Student Affairs](https://www.tamuct.edu/student-affairs/index.html). Students may also contact the institution’s Title IX Coordinator. If you would like to read more about these [requirements and guidelines](http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf) online, please visit the website.

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex and gender—including pregnancy, parenting, and all related conditions. A&M-Central Texas is able to provide flexible and individualized reasonable accommodation to pregnant and parenting students. All pregnant and parenting students should contact the Associate Dean in the Division of Student Affairs at (254) 501-5909 to seek out assistance. Students may also contact the University’s Title IX Coordinator.

**Tutoring.**
Tutoring is available to all A&M-Central Texas students, on a remote online basis. Visit the Academic Support Community in Canvas to view schedules and contact information. Subjects tutored on campus include Accounting, Advanced Math, Biology, Finance, Statistics, Mathematics, and Study Skills. Tutors will return at the Tutoring Center in Warrior Hall, Suite 111 in the Fall 2020. Student success coaching is available online upon request.
If you have a question regarding tutor schedules, need to schedule a tutoring session, are interested in becoming a tutor, success coaching, or have any other question, contact Academic Support Programs at (254) 501-5836, visit the Office of Student Success at 212F Warrior Hall, or by emailing studentsuccess@tamuct.edu.

Chat live with a tutor 24/7 for almost any subject from on your computer! Tutor.com is an online tutoring platform that enables A&M-Central Texas students to log in and receive online tutoring support at no additional cost. This tool provides tutoring in over 40 subject areas except writing support. Access Tutor.com through Canvas.

**University Writing Center:**
The University Writing Center (UWC) at Texas A&M University–Central Texas (TAMUCT) is a free service open to all TAMUCT students. For the Summer 2020 semester, all services will be online as a result of the COVID-19 pandemic. The hours of operation are from 10:00 a.m.-4:00 p.m. Monday thru Thursday with satellite hours online Monday thru Thursday from 6:00-9:00 p.m. This summer, the UWC is also offering hours from 12:00-3:00 p.m. on Saturdays starting June 27th and ending July 18th.

Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. By providing a practice audience for students’ ideas and writing, our tutors highlight the ways in which they read and interpret students’ texts, offering guidance and support throughout the various stages of the writing process. In addition, students may work independently in the UWC by checking out a laptop that runs the Microsoft Office suite and connects to WIFI, or by consulting our resources on writing, including all of the relevant style guides. Whether you need help brainstorming ideas, organizing an essay, proofreading, understanding proper citation practices, or just want a quiet place to work, the UWC is here to help!

Students may arrange a one-to-one session with a trained and experienced writing tutor by making an appointment via WCOOnline [https://tamuct.mywconline.com/]. In addition, you can email Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu if you have any questions about the UWC and/or need any assistance with scheduling.

**University Library.**
The University Library provides many services in support of research across campus and at a distance. We offer over 200 electronic databases containing approximately 250,000 eBooks and 82,000 journals, in addition to the 85,000 items in our print collection, which can be mailed to students who live more than 50 miles from campus. Research guides for each subject taught at A&M-Central Texas are available through our website to help students navigate these resources. On campus, the library offers technology including cameras, laptops, microphones, webcams, and digital sound recorders.
Research assistance from a librarian is also available 24 hours a day through our online chat service, and at the reference desk when the library is open. Research sessions can be scheduled for more comprehensive assistance, and may take place on Skype or in-person at the library. Assistance may cover many topics, including how to find articles in peer-reviewed journals, how to cite resources, and how to piece together research for written assignments.

Our 27,000-square-foot facility on the A&M-Central Texas main campus includes student lounges, private study rooms, group work spaces, computer labs, family areas suitable for all ages, and many other features. Services such as interlibrary loan, TexShare, binding, and laminating are available. The library frequently offers workshops, tours, readings, and other events. For more information, please visit our Library website [http://tamuct.libguides.com/index].

OPTIONAL POLICY STATEMENTS:

A Note about Sexual Violence at A&M-Central Texas
Sexual violence is a serious safety, social justice, and public health issue. The university offers support for anyone struggling with these issues. University faculty are mandated reporters, so if someone discloses that they were sexually assaulted (or a victim of Domestic/Dating Violence or Stalking) while a student at TAMUCT, faculty members are required to inform the Title IX Office. If you want to discuss any of these issues confidentially, you can do so through Student Counseling (254-501-5955) located on the second floor of Warrior Hall (207L).

Sexual violence can occur on our campus because predators often feel emboldened, and victims often feel silenced or shamed. It is incumbent on ALL of us to find ways to actively create environments that tell predators we don’t agree with their behaviors and tell survivors we will support them. Your actions matter. Don’t be a bystander; be an agent of change. For additional information on campus policy and resources visit the Title IX webpage [https://www.tamuct.edu/departments/compliance/titleix.php].

Behavioral Intervention
Texas A&M University-Central Texas cares about the safety, health, and well-being of its students, faculty, staff, and community. If you are aware of individuals for whom you have a concern, who are exhibiting behaviors that pose a threat to safety, or individuals causing a significant disruption to our community, please make a referral to the Behavioral Intervention Team. You can complete the referral online [https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2].

Anonymous referrals are accepted. Please see the Behavioral Intervention Team website for more information [https://www.tamuct.edu/student-affairs/bat.html]. If a person’s behavior poses an imminent threat to you or another, contact 911 or A&M-Central Texas University Police at 254-501-5800.
INSTRUCTOR POLICIES.

Copyright Notice.
Students should assume that all course material is copyrighted by the respective author(s). Reproduction, including digitally sharing beyond current HRM 5305 classmates, of course material is prohibited without consent by the author and/or course instructor. Violation of copyright is against the law and Texas A&M University-Central Texas’ Code of Academic Honesty. All alleged violations will be reported to the Office of Student Conduct.

Copyright. (2020) by Lucas Loafman at Texas A&M University-Central Texas, College of Business Administration; 1001 Leadership Place, Killeen, TX 76549; 254-519-5724; Fax 254-501-5825; loafman@tamuct.edu