

Welcome to HRM 5305-115, CRN 60400 (Human Resource Law) at Texas A&M University - Central Texas for the summer of 2021! This an 8 week fully online course.

I look forward to helping you learn more about employment law and related matters this semester. In this syllabus (and syllabus video on Canvas), I will try to provide as much information as I can about the course and my expectations. Additional information can be found in our Canvas course as well. Please let me know if you have any questions!

INSTRUCTOR AND CONTACT INFORMATION

Instructor: Lucas Loafman, J.D., M.B.A.

Office Location: Founders Hall Rm 217R

Department Phone: 254-501-5944 - Just leave a message and I will respond as soon as possible.

Email: loafman@tamuct.edu or Canvas Inbox – These are the best methods to contact me for a quick response.

General Office Hours:

Monday: By advance appointment
Tuesday: 10:00-5:00, other times by advance appointment
Wednesday: 10:00-1:00, other times by advance appointment
Thursday: By advance appointment
Friday: By advance appointment

Please reach out to me to schedule an appointment, so I can make sure I don't miss you, as sometimes meetings are scheduled during office hours. I can be available earlier or later in the day/evening with advanced notice and am available for WebEx virtual meetings as well for "after hours" situations (nights and weekends). **There may be an occasional shift in some hours** and I will try to post an announcement on Canvas if that is the case.

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 is easiest to reach me via email, as I check it very frequently to say the least. I will most likely respond to email in no more than 24 hours if not traveling, and 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. Thus, pay attention to the **"Announcements"** area (should also send an email to your school account) for course matters and be sure you have your course notifications turned on in Canvas.

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) [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:

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.

Course Level Objectives

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

1. Demonstrate a comprehensive knowledge and understanding of issues, laws and regulations affecting the employer-employee relationship.
2. Analyze decided legal cases for their impact upon the practice of HRM.
3. Analyze employment scenario hypotheticals and articulate the legal issues involved, as well as providing legally compliant strategies for handling the situation.

Weekly/Module Learning Objectives:

At the conclusion of the course the student 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 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 Quid Pro Quo Sexual Harassment
19. Describe what constitutes a case of Hostile Environment 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

Textbook and Course Materials:

1. There is no required text for this course. With that said, I will generally follow the organizational pattern found in Employment Law for Business by Dawn D. Bennett-Alexander and Laura Hartman. It was their 9th edition published by McGraw-Hill. ISBN: 9781259722332. You can probably pick up a copy of this edition or the 8th relatively cheap (probably \$20), if you want feel better about having a text and want an additional resource. I chose not to continue requiring that text due to a lack of updates and the high cost. I have done this for four years now and students have been just as successful as when the text was required. Each week there will be videos and relevant readings on the subject to be covered posted in Canvas.

2. Access to a properly configured computer (details later in the syllabus) with: speakers or a headset (to listen to any audio/video files), a webcam for exams, Google Chrome Browser and the Proctorio Extension, PDF reader software like Adobe for additional readings, MS Word & PowerPoint, and reliable internet access for accessing materials, quizzes, exams, and submitting assignments.

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, 2021. Any article that is similar to (same topic, but different author) an article posted in a content folder 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 on WebEx. Given what we have experienced with Covid-19, you need to be prepared to so quality presentations and conduct meetings remotely. The substance of the content and quality of the presentation itself will factor into the grading. A rubric is posted in Canvas. You may schedule your presentation at any point in the term, but it must be **completed by 10:00 PM on Thursday, July 22nd**. Please don't wait and knock this out early in the term, as it may be difficult to find a time for everyone at the last minute.

2. Discussions – 120 Points (30 points each) – Since we do not have “class time” to interact in person, it is important that you and your classmates are able to share your views and perspectives on some 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 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. These will be **due on Thursdays by 11:59 PM Central (23:59)**, but you may complete them earlier. Ordinarily, an introductions post is a part of discussion one, but it is available as a “**bonus**” for **10 points if done by June 10th**

3. Case Briefing Assignments – 140 Points (3 at 30 Points and one at 50) – Every two weeks you will have a major employment law case to brief from the last few years. There is a rubric available in 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 Saturdays by 11:59 PM Central (23:59)**. 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 - I am going to give you some flexibility here with regards to what you want to research. It could be an unresolved employment law issue facing a particular company or an employment law/regulatory issue affecting many businesses, such as privacy issues, paid leave, potential changes in EEOC, OSHA, DOL, etc. policies. **Your research proposal draft must submitted via Canvas for review by 11:59PM (23:59) on Sunday, June 27th**. More details on the proposal requirements are available in Canvas. Ultimately, we will quickly work together on finalizing a research plan that will lead to an approximately seven page paper by the end of the semester. 20 points will be awarded once we are both in agreement on the research plan. The remaining 180 points will go towards the completed paper, including writing quality. The final paper **must submitted via Canvas by 11:59PM (23:59) on Monday, July 26th**. This assignment is aligned with CLO's 1, 2, and 3.

5. Exams – 480 Points - 4 at 120 points each – Each exam is composed of twelve short answer or essay questions, worth ten points each. The questions will require you apply the material you have learned to a hypothetical situation as stated in CLO # 1 and 3. There will generally be three questions per content folder on average. The exams are available for up to two and a half hours (150 minutes) over at least two days. Midnight on the day they are due is a hard cut off. If you start the exam at 11:00PM, you will only have one hour to complete the exam. If you have an unavoidable conflict with the scheduled date, an exam might be opened early or later, but only in extreme cases. Unfortunately, since I have been lied to in the past, I will likely require documentation of extreme illness, funerals, sudden necessary trips (like a last-minute purchase receipt), or field exercises. **The online exams will also utilize our Proctorio remote proctoring technology, so you will need a webcam. The proctoring software will also require you to use Google Chrome and have the Proctorio extension on the browser. If you do not have this set-up done, you will get a message asking for a non-existent password.** A couple of example questions are posted in the Week 2 Module.

Grading Scale

Introduction Bonus Post	10 Points
Article/Case Presentation	60 Points
Discussions	120 Points
Case Brief Assignments	140 Points
Research Proposal/Paper	200 Points
<u>Exam</u>	<u>480 Points</u>
Total	1010 Points

Note the C, D, and F Ranges Especially

895-1010 = A - Good

795-894 = B - Acceptable

695-794 = C – Needs Improvement – Remember you need a 3.0 to graduate, so a C hurts!

595-694 = D – Unacceptable – Counts as an F in Graduate School for GPA purposes

594 or less = F – Unacceptable

Grades may also be adjusted at the end of the semester based on class results. This means that a point total 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.

Late work penalties:

1. The **News/Court** assignment will lose 15 points if scheduled after the due date and I will not schedule a presentation past July 28th. Knock it out early in the term!
2. Late **Discussion** postings will not be graded.
3. **Case Brief** submissions will lose ten points if late and will not be accepted for any credit more than one week late (July 29th for is the cut off for any credit on #4).
4. The **Current Topics** paper will lose 20 points per day late and must be submitted by Thursday, July 29th for any credit.

COURSE OUTLINE AND CALENDAR (All times CST)

Unit#1

Week 1 – June 7th

1. Familiarize yourself with the course layout in Canvas, Course requirements via the syllabus and explanatory video, and read and listen to any materials posted in the content folders for our Introduction to Employment Law (corresponds to Chapters 1 and 2 of the optional text).
2. **Submit Case Brief Assignment #1 by 11:59PM (23:59) on Saturday, June 12th.**

Week 2 – June 14th

1. Read and listen to any materials posted in the content folders for our look at the hiring process, Title VII of the Civil Rights Act of 1964 and the EEOC (corresponds with Chapters 3 and 4 of the optional text).
2. **Complete Discussion #1 by 11:59PM (23:59) on Thursday, June 17th.**
3. **Complete Exam #1 (covering the first two weeks) between 6AM (06:00) on Friday June 18th and 11:59PM (23:59) on Saturday, June 19th.**

Unit #2

Week 3 – June 21st

1. Read and listen to any materials posted in the content folders for our look at Race, Color and Affirmative Action (corresponds with Chapters 5 and 6 of the optional text).
2. **Submit Case Brief Assignment #2 by 11:59PM (23:59) on Saturday, June 26th.**
3. **Submit your brief research proposal by 11:59PM (23:59) on Sunday, June 27th.**

Week 4 – June 28th

1. Read and listen to any materials post it he content folders as we study National Origin and Gender Discrimination (corresponds with Chapters 7 and 8 of the optional text).
2. **Complete Discussion #2 by 11:59PM (23:59) on Thursday, July 1st.**
3. **Complete Exam #2 (covering Weeks 3 and 4) between 6AM (06:00) on Friday, July 2nd and 11:59P (23:59) on Saturday, July 3rd.**

Unit #3

Week 5 – July 5th

1. Read and listen to any materials posted in the content folders as we examine Sexual Harassment and LGBTQ related topics (corresponds with Chapters 9 and 10 of the optional text).

2. Submit Case Brief Assignment #3 by 11:59PM (23:59) on Saturday, July 10th. This one is a little more involved.

Week 6 – July 12th

1. Read and listen to any materials posted in the content folders as we study Religion and Disability Discrimination (corresponds with Chapters 11 and 13 of the optional text).

2. Complete Discussion #3 by 11:59PM (23:59) on Thursday, July 15th.

3. Complete Exam #3 (covering Weeks 5 and 6) between 8AM (08:00) on Friday, July 16th and 11:59PM (23:59) on Saturday, July 17th.

Unit #4

Week 7 – July 19th

1. Read and listen to any materials posted in the content folders as we examine Age Discrimination and the FLSA, FMLA and OSHA (corresponds with Chapters 12 and part of 16 of the optional text).

2. Complete your article presentation by 10:00PM (22:00) on Thursday, July 22nd.

3. Submit Case Brief Assignment #4 by 11:59PM (23:59) on Saturday, July 24th.

Week 8 – July 26th

1. Read and listen to any materials as we explore select Labor Law and Workplace Privacy (corresponds with Chapters 14 and 15 of the optional text).

2. Submit Current Topics research paper by 11:59PM (23:59) on Monday, July 26th.

3. Complete Discussion #4 by 11:59PM (23:59) on Thursday, July 29th.

4. Complete Exam #4 between 8AM (08:00) on Friday, July 30th and 11:59 PM (23:59) on Saturday, July 31st.

Important University Dates for the Summer 2021 Session:

June 7, 2021 Add, Drop, and Late Registration and Classes Begin

June 14, 2021 Deadline to Drop 8-Week Classes with No Record

July 2, 2021 Deadline for Summer Graduation Application

July 5, 2021 Independence Day (University Closed)

July 16, 2021 Deadline to Drop 8-Week Classes with a Quit (Q) or Withdraw (W)

July 30, 2021 Classes End for 8-Week Session

July 30, 2021 Deadline to Withdraw from the University for 8 -Week Classes

August 3, 2021 Deadline for Faculty Submission of 8-Week Final Class Grades (due by 3pm)

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): [<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 a [Drop Request Form](https://www.tamuct.edu/registrar/docs/Drop_Request_Form.pdf) [https://www.tamuct.edu/registrar/docs/Drop_Request_Form.pdf].

Professors 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, signed and returned. Once you return the signed 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.

University Statement: 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. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. All academic misconduct concerns will be referred to the Office of Student Conduct. 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),
[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),
[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, but I don't want to see close/identical answers. 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 likely will result in an F in my course. I have taught this course long enough that I can tell if you are collaborating or not, even though 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](https://tamuct.instructure.com/courses/717) Canvas page (log-in required)
[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/pregnant-and-parenting-students.html) [https://www.tamuct.edu/student-affairs/pregnant-and-parenting-students.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 [http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf].

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. 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:

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 2021 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 Monday thru Thursday from 6:00-9:00 p.m. The UWC is also offering hours from 12:00-3:00 p.m. on Saturdays.

Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. 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. While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. 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 [WOnline](https://tamuct.mywconline.com/) [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 400,000 eBooks and 82,000 journals, in addition to the 96,000 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 virtually through WebEx, Microsoft Teams 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) [http://tamuct.libguides.com/index].

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 Wellness and 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/compliance/titleix.html) [https://www.tamuct.edu/compliance/titleix.html].

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, please make a referral to the Behavioral Intervention Team. Referring your concern shows you care. You can complete the [referral](https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2) online [https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2].

Anonymous referrals are accepted. Please see the [Behavioral Intervention Team](https://www.tamuct.edu/student-affairs/bat.html) 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.

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.

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Studying the Law Considerations (Especially Online)

For some, legal terminology is a foreign language that may not be understood as quickly as it will be for others, which I understand. There were a few topics in law school that I "got by" on, but didn't really master until a year or two later when I was studying for the bar exam.

Being an online student takes discipline! The biggest issue with online student performance is not tracking due dates and then either missing assignments or turning them in late. If you struggle with the material, you cannot afford to give points away through late or missing work. **This is especially true with a compressed course like this. You need to plan to put in twice as much time each week as you would with a 16 week course.**