

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Legal Aspects of Human Resource Management

**COURSE NUMBER:** HRM 400

**PRE-REQUISITE(S):** HRM 311 or POL 355 or LES 200

**COURSE DESCRIPTION:**

This course develops a comprehensive understanding of the legislative and administrative laws and judicial rulings affecting the human resources professional. Understanding employment law is the primary focus of this course.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will discuss the regulation of the employment relationship.

**Learning Objectives:** The student will:

- A-1 Explain why employment must be regulated.
- A-2 Discuss the employer/employee relationship in the workplace.
- A-3 Identify the origin of Title VII of the Civil Rights Act of 1964 and its relationship to employment law.
- A-4 Explain the structure of Title VII of the Civil Rights Act of 1964.
- A-5 Discuss theoretical bases for Title VII lawsuits.
- A-6 Discuss landmark cases related to Title VII.

**GOAL B:**

The student will explore the Regulation of Discrimination in employment.

**Learning Objectives:** The student will:

- B-1 Explain the legal implications of discriminating against individuals based on race, sex, religion, disability, age, national origin and pregnancy issues.
- B-2 Define Affirmative Action and discuss its implications on employment.
- B-3 Discuss and analyze landmark cases pertaining to various forms of discrimination.

**GOAL C**

The student will discuss the regulation of the employment environment.

**Learning Objectives:**