studocu

302syllabus FA 24 -Tmorrison

Law And Ethics Of Business (Queens College CUNY)



Scan to open on Studocu

Studocu is not sponsored or endorsed by any college or university
Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

QUEENS COLLEGE/CUNY

BALA 302: Law and Ethics of Business (43182)

Spring 2024: T/TH 10:45-12:00– Kiely Hall Rm 320

Instructor: Tariqua J. Morrison
e-mail: tariqua.morrison18@login.cuny.edu
Office Hours: Th 12-1 pm. Drop-in or by appointment.

Required Reading/Other:

1) Law & Ethics In The Business Environment, Halbert & Ingulli, **6th Edit. only**;
2) Business Ethics, Byars and Stanberry (this book is free of cost and available digitally. Please use the below link)
   https://openstax.org/details/books/business-ethics?Book%20details
3) Miscellaneous readings to be distributed on blackboard;

Course Description:

The objective of this course is to provide a legal and ethical framework for examining many of the issues that businesses, government, and the public face today and which have a large impact on our society. We will examine some of the kinds of dilemmas that individuals and organizations often face in a business setting and how that influences society at large. This will include an examination of the ethics of expanding the reach of traditional business principles into further segments of our society, such as law and politics.

We will examine legal and ethical constraints on business behavior, an acutely fraught issue given the outsized role businesses play in influencing our society. We consider with whom an organization has an ethical relationship and what responsibilities an organization has and to whom it owes them. What are an organization's responsibilities under the law and when, if ever, must its actions be constrained by ethics rather than legalities?

We will pay particular attention to the consequences of business actions and their implications for promoting equality and diversity. We will consider the various constituents to whom an organization may have legal or ethical responsibilities: employees, customers, associates, competitors, shareholders, and how diversity and equality within all those constituencies can be promoted by business behavior. Particular emphasis will be placed on discrimination. Legal (and ethical?) rules govern an organization's ability to discriminate with regard to employees and customers. What are these rules, and what is their application in the real world? At what point does an individual's cultural bias rise to the level of discrimination? What are the consequences of discrimination? What is the role of laws and ethics in this regard in the increasingly-global business environment? Particular emphasis will be placed on discrimination on the basis of race, sex, gender, disability, and religion through analysis of Title VII of the 1964 Civil Rights Act, voting rights, sexual harassment, affirmative action, and democracy.

Finally, this is a pivotal moment in this country's history, as demonstrated most starkly by the events of January 6, 2021 and the myriad criminal indictments of a former US President and current leading presidential candidate. We will examine the impact of important current events, and our governance, on our society, the conduct of business in the US and internationally and the promotion of laws and ethics in the conduct of business. Over the last decade there has been a backlash against advances made in combating discrimination in the US and we will talk about what we can expect in the future.

This document is available on studocu

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

Course Requirements:

This course is NOT intended to be a lecture. The assigned texts and outside reading -- will be used to provide background for, and stimulate, discussions on developing issues appearing in the newspaper, essays distributed in class, or other topical sources. We will explore these issues together and exchange viewpoints. Some of the content of the course will therefore be determined by relevant current events and the interests of the students. **It is essential to both the successful conduct of the class and the students' involvement in the class that each student complete all assignments, including brightspace and assigned readings, in a timely manner.**

In addition to completing all reading assignments in the textbook, occasional handouts students will be required to comply with the following.

Attendance and class participation:

Students will be expected to attend the entirety of every class session. Classes will begin promptly at 10:45 (if you walk in at 10:45 you will be marked late) and will not end early. Students will be expected to be fully prepared for every class, to be attentive for the entirety of each class, and to participate consistently.

In order to facilitate the development of the ability to quickly and competently analyze and present information, students will be expected to engage in extensive class discussions. In fact, each student will be expected to lead at least one class discussion by which the student demonstrates his or her ability to analyze course readings. Regular attendance and participation are therefore required. In addition to the texts, we will be reading and discussing topical essays assigned on Blackboard or appearing in the news and viewing films relevant to the course, all of which will also require regular class attendance and preparation. If I am not hearing from you regularly I will begin calling on you.

******A significant portion of each student's grade, therefore, will be determined by his or her attendance and participation in class: poor attendance and/or participation will have a significant negative impact on a student's grade.** It is anticipated that there will be approximately four or five hours of homework each week—any student unable to make a sufficient time commitment to the course should not take the class at this time.

One more quick note about participation. We will frequently be discussing current events and other issues of immediate relevance about which you may have some familiarity and about which you may have formed some opinions. This should make the class more interesting and more relevant to your daily lives, though it may also make it occasionally discomforting as it challenges some of your beliefs. I want to stress that this is a class in which the exchange of viewpoints is critical, which will mean being open to new ideas and being willing to change your mind when appropriate. That applies to us all. As such, disagreeing with your professor or other expressed opinions and expressing alternative viewpoints is to be strongly encouraged and will ONLY increase your class participation grade unless it is done disrespectfully or demonstrates a failure to complete or apply lessons from the text or other required readings.

In the event a student must miss a class it will be that student's responsibility to get all class notes and complete all required assignments.

Religious Observance. Please note my policy on missed classes for religious observance. You will not be penalized for missing a class due to bona fide religious observance. You will be penalized for missing class for discretionary reasons such as "preparing for the holiday" or flying to celebrate the holiday elsewhere.

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

Homework:

There may be several homework assignments throughout the semester that will be collected, in order to ensure that students are adequately preparing for class. This will include case briefs. It will be imperative that students hand these in on time. This will complement the aforementioned short quizzes in endeavoring to ensure completion of reading assignments and thoughtful consideration of class material.

Assignments (written and other) will be given on Blackboard. Students are required to have a Blackboard account and to check it frequently. Students should be checking the class in Blackboard at least several times each week. Students will be given at least 24 hours notice that an assignment is due.

Quizzes:

Several short quizzes will be given during the course of the semester to help ensure that students are doing the required reading and other homework assignments. **The text assignments have been reduced in recognition of the additional articles and to ensure that the assignments are not too onerous. Grades on these quizzes will be a substantial factor in determining each student's course grade.** Demonstrated failure to complete homework assignments WILL result in a poor or failing grade in this class!

Exams:

A midterm and a final examination will be given. These examinations will be designed to test students not only as to how well they have learned the course material, but also on how well they can apply and present concepts addressed in class discussions and presentations and in the reading material. The midterm will be given in class near the midpoint of the semester and its date and time will be announced in class. **The final exam on the last day of the course.** Both exams will be multiple choice and given in class. All students will be expected to take all exams and quizzes as scheduled.

*****An important note on plagiarism; don't do it. Unless otherwise indicated, every assignment and assessment in this class will require each student to do his/her own work without any assistance whatsoever from any other student in the class or any other source. This includes showing anyone your work, or looking at anyone else's work, before an assignment is submitted. Anyone caught violating this rule, even anyone providing such assistance, will be subject to the most severe punishment, including perhaps an F grade, or worse. (This is an ethics class!) It's not worth it; don't do it!**

Grading: **(BALA students may not take this class for a P/NC grade**.)

Each student's grade will be determined by his/her performance on all graded work outlined above in approximately the following percentages:

Midterm Exam:	20%
Final Exam:	20%
Class participation:	20%
Homework assignments:	20%
Quizzes:	20%

Grades will be assigned approximately as follows (this may be updated based on Queens College grading policy):

This document is available on studocu

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

A+: 96% or greater
A: 92-96%
A-: 87-91%
B+: 82-87%
B: 77-82%
B-: 72-77% (Follow the percentages down for grades below B-)

Extra Credit:

Students will receive extra credit throughout the semester any time they bring in reliable information demonstrating that anything the professor says in class is factually false or materially misleading. Small extra credit assignments arising out of issues discussed in class will occasionally be given. No other extra credit will be available. In other words, students may earn extra credit for going above and beyond what is expected of them in class; extra credit will not be given so as to make up for your failure to complete your class responsibilities.

****I will be happy to entertain any questions you may have about your grades throughout the class. I will only do so in person, however, and will not respond to any such queries made by email.**

***One further word about reading assignments. Much of the reading in the text will involve excerpts from one or more judicial opinions. There will not be many pages of assigned reading, but that is because the legal cases will require a lot of consideration, and often several readings, in order to work through what the law is and how it is being applied. Students will be expected to know the material sufficiently to thoughtfully discuss it in class, which will involve far more than just an initial reading.

****Students should be sure to act professionally at all times. If it is necessary that a student miss a class, that student will not be excused from that day's assignments, nor from turning in any work due at that class, and will be expected to be prepared for the next attended class. Students will be expected to complete all assignments on time; if a student will, for whatever reason, not be able to submit any assignment when it is due, that student must discuss this with the professor before the class in which the assignment is due.

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

Topical Outline/Tentative Syllabus

The following is a topical outline of material which will be covered in the class. This outline is intended to serve as a general overview only and the amount of time to be devoted to each particular topic will depend in part upon students' interests and relevant current events. In addition, these topics are not always discrete, and there will be some overlap in their treatment and presentation in the class. The listed assignments are intended only as a guide, and will be modified as dictated by the conduct of the course. (In addition to the assignments listed, students will also be given occasional handouts and **MUST** Text page numbers cited refer to the **5th Edition** and to the (*6th Edition)* of Halbert and Ingulli.

UNITS I AND II: INTRODUCTION TO LAW AND ETHICS/BUSINESSES & THE COMMUNITY

Week 1	Ethics and business organizations; law vs. ethics; Political and legal system; ethics and society	Assignment Due: Chap 1, pp. **1-2, 13-22**; . (6th Edit: *1-2; 9-17)* The American Legal System Made Easy (Blackboard).
Week 2	Ethics and society; and the role of business; ethical theories; stakeholder analyses	Assignment: Chapter 3 pp. 67-83 Online Textbook
Week 3	Political and legal system; the Constitution; Democracy and Voting Rights; Federalism; Tort Reform	Assignment: Read pp. **269-273;** *(296-300)*. Handouts.

UNIT III: GOVERNMENT AS A BUSINESS

Weeks 4-5	Business and ethics of our political system; campaign financing; impact on the promotion of ethical behavior in society.	Assignment: blackboard reading assignments

UNIT IV: BUSINESSES AND THEIR EMPLOYEES

Week 6	Finish Campaign Finance.	Assignment: blackboard reading assignments.
Weeks 6-7	Employment at will; loyalty; limitations on companies' ability to fire workers; whistleblowing **Midterm Exam**	Assignment: pp. **31-37, 45-46**; (*36-42;)*; misc. readings
Weeks 7-8	Limitations on right to fire employees: Privacy; Lifestyle control	Assignment: pp. **65-70, 74-79**; *(70-75; 79-82)*
Week 9	Sexual Harassment: gender issues; worker protection. Discrimination.	Assignment: pp. **113-114, 116-118**; **120-122**. *(119-120; 122-125, 128-130)*; handouts.
Week 10	Sexual Harassment:	Assignment: handouts;

This document is available on studocu

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)

	organizational liability; schools.	
Week 11	Affirmative Action	pp. **124-134**; (*readings on Blackboard);*
Weeks 12-13	Affirmative Action; Equal Protection ADA; FMLA	Assignment: **103, 107-108; 122-124, 134-137**; *(109, 114-115; 135-138; 142-144)*; *readings on*
BB Blackboard		
Week 14	Workplace Safety Corporate criminal liability	Assignment: pp. **145-164.** *(153-154; 178-181; readings on Blackboard; 158-170) Final Exam*

Final Exam 12/12/24

Downloaded by Caleb Llewellyn (calebllewellyn@icloud.com)