



This course supports the assessment for Employment Law. The course covers 5 competencies and represents 3 competency units.

## Introduction

### Overview

This course reviews the legal and regulatory framework surrounding employment, including recruitment, termination, and discrimination law. The course topics include employment-at-will, EEO, ADA, OSHA, and other laws affecting the workplace. Students will learn to analyze current trends and issues in employment law and apply this knowledge to effectively manage risk in the employment relationship.

### Getting Started

Welcome to Employment Law. Each lesson of this course corresponds with a topic from your coaching report. If you have taken your pre-assessment and shown sufficient competency for specific topics, then you have the choice to skip over the lessons representing those topics. Otherwise, going through the course from beginning to end is beneficial because it builds on itself to more and more complex material.

In this course you will be working in the MyEducator learning environment. This is a comprehensive learning resource that contains your e-book, quizzes, and activities. It is recommended that you read through the information in the learning resource, pacing guide, and live events sections.

Below you will find a welcome video and the competencies for this course.

*Note: To download this video, right-click the following link and choose "Save as...":* [download video](#).

### Competencies

This course provides guidance to help you demonstrate the following 5 competencies:

- **Competency 3038.1.1: Legal Issues in Employment Relationships**  
The graduate explains the U.S. legal environment governing the employment relationship.
- **Competency 3038.1.2: Strategies for Workplace**  
The graduate recommends strategies to prevent discrimination and limit employer risk.
- **Competency 3038.1.3: Workplace Regulation Compliance**  
The graduate manages compliance with workplace regulations.
- **Competency 3038.1.4: Labor Relations**  
The graduate explains statutory, administrative, and judicial decisions affecting labor relations.
- **Competency 3038.1.5: Employment Laws on Employment Relations**  
The graduate assesses compliance with employment laws governing the employment



relationship.

## Learning Tips

### Learning Resource

The course is structured to match your preassessment and objective assessment reports—each MyEducator lesson corresponds to each assessment topic, that way, based on the results of your preassessment, you will know exactly which areas need the majority of your attention before taking the final course assessment.

*Note: Once you have entered the MyEducator course environment, it is not necessary to come back to this environment until you are ready to take your final assessment.*

As you complete each course module, follow these steps:

- Read the entire module.
- Assess your knowledge by completing chapter activities and module quizzes.
- Review materials as needed before moving on to the next section.
- Attend content-related webinars as needed.

## Topics and Pacing Guide

### Topics and Pacing

The pacing guide suggests a weekly structure to pace your completion of learning activities. It is provided as a suggestion and does not represent a mandatory schedule. Follow the pacing guide carefully to complete the course in the suggested timeframe.

*Note: This pacing guide does not replace the course. Please continue to refer to the course for a comprehensive list of the resources and activities.*

### Week/Topic

1. Topic 1: The Nature of the Employment Relationship  
Topic 2: Title VII of the Civil Rights Act of 1964  
Topic 3: Gender Discrimination and Sexual Harassment
2. Topic 4: Age Discrimination  
Topic 5: Religious Discrimination in Employment  
Topic 6: Race, Color and Nation of Origin Discrimination  
Topic 7: The Americans with Disabilities Act (ADA)
3. Topic 8: Affirmative Action  
Topic 9: Employer Responsibilities in Hiring, Retaining and Terminating Employees  
Topic 10: Employment Benefits and Protections
4. Topic 11: Privacy and Information in Employment  
Topic 12: Labor Law  
Complete the overall assessment in MyEducator
5. Complete the preassessment and review as needed



6. Complete the assessment for the course

## **Launch Your Course**

When you are ready to begin the course, click the "Launch Course" button:

[Launch Course](#)

## **Mark Complete to Lock in Your Course of Study Progress**

Once you are ready to start or if you are actively working in the MyEducator learning resource, lock in your progress in the course of study. You only need to complete this step once; any future activity in the learning resource will be saved.

Click the check mark above or below if you are actively engaged in this course.