About the Course
The study of employment discrimination law focuses on three primary questions. First, what is discrimination? Second, how can and should we require that discrimination be proven in the courts? And finally, once discrimination is proven, what remedies are appropriate? We will take up each of these questions, and consider them in the context of discrimination on the basis of race, gender, sexual orientation, national origin, religion, age and disability.

Required Texts

Additional cases and materials to be posted on TWEN

Scheduling
We will meet on Tuesdays and Thursdays from 1:00-2:15. If circumstances arise that require class to be cancelled, I will email you to the email you have registered with TWEN as early as possible to notify you.

Office Hours; How to Reach Me
My office is Room 425; phone is 303-735-6344; email is Melissa.hart@colorado.edu. I will hold office hours this spring from 2:30-3:30 on Thursdays. If this time is inconvenient for you, please email me and we can set up an alternative meeting time.

Grading and Class Participation
Grading: Your grade will be based on three components: an in-class final exam given in May (70 percent); a short research project to be completed during the semester (15 percent; details to follow); and class participation (5 percent). If you choose to write a paper for the class, you may offset your final exam by an additional 15 percent. I will offer details about the paper during our first class.

Class Participation: I hope that each of you will volunteer occasionally, and willingness to volunteer will be taken into account in assessing the participation portion of the grade. I will also call on students during class, and will expect you to be prepared. If you are not prepared, you may notify me before class. If you identify yourself as unprepared, or if you are called on and are in fact unprepared more than 5 times during the semester, your grade will be negatively affected. With that exception, class participation will be evaluated on quality, rather than quantity. My consideration of the quality of your participation will not take account of your particular views on some of the controversial issues we will discuss in class, but instead on your ability to support your views with an understanding of the relevant law and logical and thoughtful policy arguments.
Reading Assignments
You should assume that each of the reading assignments listed here corresponds with one class period unless I tell you otherwise. I may modify some of these assignments as the semester progresses. I will notify you of any modification at least one week ahead. I will post additional reading assignments throughout the semester.

The Problem of Discrimination: An Overview

Pages 2-36 n.4, supplement page 1

Pages 38-41, supplement pages 2-14, handout on Hulteen (posted on TWEN)

Coverage of Discrimination Laws

Pages 41-64, supplement page 14

Disparate Treatment

Pages 66-79, 83-104, supplement pages 15-16

Pages 105-127

Pages 127-150, supplement 17-20

Pages 150-170, supplement 21-23, handout on new SCT case (posted on TWEN)

Pages 170-187