

**EMPLOYMENT DISCRIMINATION LAW**  
**Professor Areheart, Spring 2021, UHLC**

**I. *Course Description:*** This course focuses on employment discrimination law and policy with major emphasis on Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, 42 U.S.C. § 1981, and other statutes.

**II. *Required Text:*** Sullivan & Zimmer, *Cases and Materials on Employment Discrimination* (Wolters Kluwer, 9<sup>th</sup> edition 2017).

**III. *Method of Instruction:*** The primary method of instruction and review of assigned materials will be discussion by and between the professor and class participants in Zoom sessions, and students will be called on and asked questions concerning the readings. Assigned readings reading will be announced and posted during the semester. Preparation and participation are expected. Students are responsible for all of the assigned readings, including parts of assignments that are not specifically discussed in class. Students will be asked to demonstrate an understanding of the substantive law and procedural aspects of the statutes mentioned in Part I and to consider policy considerations related to the judicial interpretation of employment discrimination laws.

**V. *Attendance:*** The Law Center's attendance policy applies and any student violating that policy by failing to attend at least eighty (80) percent of class sessions will be dropped from the course. Attendance will reflect note those who attending by Zoom.

**VI. *Grading:*** The final grade in this class will be based on an open-book examination to be given at a time and location scheduled by the Law Center. Students may use their casebooks, notes, and any outlines prepared for this course; no commercially prepared materials may be used during the examination. The examination will be discussed in greater detail later in the semester and is subject to the official University of Houston Law Center grade curve. A student's final grade may be adjusted upward in recognition of exceptional classroom contributions (with an emphasis on quality and not quantity) and may be adjusted downward for lack of preparedness.

**VII. *Assignments:*** Specific assignments will be posted on my homepage. These assignments may be altered based upon the amount of material covered in class, and any such alteration will be announced.

**VIII. *Accommodating Students With Disabilities:*** The Americans with Disabilities Act (ADA) requires that the University of Houston make reasonable accommodations to persons with

disabilities as defined by and within the meaning of the statute. Students who have questions about or feel that they need assistance under the ADA should contact Student Services.

**IX. *Counseling And Psychological Services:*** The University of Houston’s Counseling and Psychological Services (CAPS) can help students who are having difficulties managing stress, adjusting to the demands of a professional program, or feeling sad or hopeless. You can reach CAPS at [www.uh.edu/caps](http://www.uh.edu/caps) and by calling 713-743-5454 during and after business hours for routine appointments or if you know someone who is in crisis. No appointment is necessary for the “Let’s Talk” program ([http://www.uh.edu/caps/outreach/lets\\_talk.html](http://www.uh.edu/caps/outreach/lets_talk.html)), a drop-in consultation service at convenient locations and hours around campus.