COURSE NAME: Equal Employment Opportunity Practicum

COURSE NUMBER: Law 8813P

PROFESSOR: Professor Grover

ESSENTIAL PREREQUISITES: None

DESIRABLE PREREQUISITES: None

COURSE BOOKS: Will be provided

METHOD OF GRADING & APPRAISAL OF STUDENT FOR GRADE: Pass-Fail
Grading in this course will be Pass-Fail. Students will execute a series of assignments, including role-plays, drafting assignments, research assignments, design and presentation of a training program for employees, design of a training brochure. Class participation is required.

SUMMARY DESCRIPTION OF COURSE:
This practicum prepares students to succeed as equal employment opportunity officers in any of a variety of contexts, including corporate, educational and governmental employers or regulators. The course is founded on a series of experiential exercises and role-plays, applying selected substantive employment discrimination laws.

Objectives
Students will develop familiarity with sets of tasks necessary to the EO functions of workforce diversification, compliance, complaint resolution, workforce training, policy drafting and implementation, and reporting. Through hands-on problem solving and exposure to a broad range of EO functions, students will develop self confidence and will become familiar with ethical issues and areas of ambiguity in the role of the EO officer. These issues will include conflict of interest questions, ethics of compassion and employer loyalty, and subtleties of dealing with non-lawyer decision-makers on legal issues.

Evaluation of Students
Grading in this course will be Pass-Fail. Students will be execute a series of assignments, including role-plays, drafting assignments, research assignments, design and presentation of a training program for employees, design of a training brochure. Class participation is required.
COURSE CONTENT:

Skill-Building Tasks

A. Workforce Diversification

- **Hiring**---
  - Job searches to expand diversity in workforce
    - On-line hiring
    - Expansion of Search advertising sites
    - Training hiring agents—unconscious bias, interview psychology
    - Outreach to new sources for more diverse workforce

- **Retention**—Exit interviews to obtain climate and dissatisfaction information from employees who leave

B. Reports Internal and to the Government

- U.S. Department of Labor Affirmative Action Plan—
  - Components—(on-line research by students—comparison of plans of different companies)
  - Study plans’ compliance with the Executive Order 11246 and effectuating DOL regulations thereunder
  - What’s a utilization analysis (invite a statistician?)
  - Value of Affirmative Action Plans—are these making a difference?

- Effecting change through **internal** reporting

C. Complaints

- Laws: Title VII, Title IX, ADA, Rehab 1973,
- Internal procedures for defining discrimination and processing complaints
- Administrative litigation before EEOC, Department of Education, state agencies, U.S. Department of Labor
- Counseling of complainants and accused
- Internal adjudication/hearing
- Mediation
- Sanctions—due process rights and avoidance of employer liability

D. Education and Outreach

- Creating training programs for various segments of workforce
- Implementing training programs
- Pay equity studies
- Collaboration with constituencies on EO initiatives
- Community outreach