Unless there is an exception, one can be fired from their job for ANY reason, no matter how ridiculous. This course examines the exceptions that exist in the law and the policy explanations for them. The primary focus is on anti-discrimination law with particular emphasis on race, gender, and disability. We will also look at the rise of implied contracts and other forms of workplace protections that have developed in the last 100+ years, particularly national labor law and recent developments regarding international sweatshops and immigration rights. Finally, we will discuss more broadly what we want from our jobs and what kind of workplace protections we desire.

Readings: Listed below are about 2/3rd of the class readings. An additional 1/3rd will come from excerpted court cases available on blackboard.

Assignments: take home midterm (40%) to be handed out on October 26, and due Friday, October 29 by 4 pm in 130 Corwin Hall. Take home final exam (50%) due on January 17 by 4 pm in 130 Corwin Hall. Class participation is 10 percent.

September 28: What Do We Want from Being at Work?

--Andrew Ross, *No Collar: The Humane Workplace and its Hidden Cost*
--David Brooks, *Bobos in Paradise*, chapter 3
--Richard B. Freeman, “Do Workers Still Want Unions?”
   http://www.sharedprosperity.org/bp182.html

October 5: Democracy and the Workplace


October 12-19: Fundamentals of Title VII Law: Race and Sex

--Arlie Hochschild, *The Managed Heart: Commercialization of Human Feeling*
--“Abercrombie and Fitch Bias Case is Settled,” *New York Times*
October 26: Affirmative Action and the 14th Amendment

--John D. Skrentny, *The Minority Rights Revolution*, chapters 4 and 9

November 9: American Disability Act

--Anna Kirkland, *Fat Rights: Dilemmas of Difference and Personhood*

November 16: New Frontiers in Title VII Law: Sexuality, and Appearance

--Deborah L. Rhode, *The Beauty Bias: The Injustice of Appearance in Life and Law*, chapters 5-6

November 23: Getting Hurt at Work


November 30: The Labor Movement


December 7: The Civil Rights Movement

--Risa Goluboff, *Lost Promise of Civil Rights*

December 14: Sweatshops and Immigration Rights