Nashville State Community College
Business, Applied Arts & Technologies Division
Business Management

Master Course Syllabus

BUS 2310 Business Ethics
3 Credits
3 Class Hours

An introduction to basic ethical theories and value systems. Topics include application of these perspectives including moral issues, problems, and situations which arise within the business environment. Topics include codes of ethics, conflict of interest, social responsibility, the work ethic, and fiduciary responsibilities. Prerequisite(s): Completion of all competencies in Learning Support reading and writing.

Instructor Information:
Name:
Email:
Office Phone:
Office Location:
Office Hours:

Textbook and Other Materials:
Textbook:  Law and Ethics in the Business Environment, 7th edition, by Halbert and Ingulli
ISBN: 978-0-538-47351-4

Course Outcomes:
Upon successful completion of this course, students should be able to:
• Analyze the differences between the law and ethics in the business environment.
• Describe the ethical and legal implications of employment-at-will.
• Define and explain diversity in the workplace as it relates to discrimination, accommodation, and affirmative action.
• Identify issues related to health and safety in the workplace.
• Explain risk assessment at it relates to products liability.
• Describe the concept of ownership and creation of intellectual property in regards to laws concerning copyright, trademark, and trade secrets.

Course Competencies:
The following are detailed course competencies intended to support the course outcomes:
• Utilize methods of logically thinking to arrive at legal and moral decisions.
• Ascertain the legal context for making decisions.
• Determine what, if any, duties businesses have in a moral context.
• Contrast employment-at-will with the rights and duties possessed by both the employee-employer, and protection for "whistleblowers".
• Weigh the conflicts of interest and loyalties within a business setting.
• Illustrate legal arguments on the issue of wrongful discharge.
• Determine if there is a right of privacy in the workplace and its extent covering such topics as email privacy, drug testing, privacy of medical information, and HIV/AIDS testing.
• Research and identify problems of privacy in the digital age.
• Locate cases in a law library and present briefs of cases.
• Explain the current legal context for affirmative action and compare it to reverse discrimination.
• Develop the corporation’s role in eliminating sexual harassment in the workplace and contrast it with the government’s (E.E.O.C) role.
• Analyze current law and ethics concerning sexual harassment in the workplace.
• Show how the American with Disabilities Act is implemented.
• Critique the movement for gender pay equality, and family-center (day care) policies and the Family Leave Act.
• Expand on the government’s role in implementing a safe workplace through Worker Compensation and O.S.H. A. laws.
• Analyze the Workers Compensations laws within the United States and business’ duty to provide a safe workplace.
• Assess ethical considerations for advertising in business.
• Generalize the legal context of the First Amendment and commercial advertisement.
• Critique corporate responsibility for unsafe products.
• Analyze the debate over Tort Reform in context of the Firestone tire and Ford Pinto cases.
• Research and determine “Fair Use” laws of copyright in the context of the Internet and Napster.
• Explain “Intellectual Property” along with corporate responsibility under misappropriation, trade secrets, and patent laws.
• Prepare a research document on a legal-ethical problem.

Topics to be Covered:
I. Law, Ethics & Business: An Introduction
   A. Freedom vs. Responsibility: A Duty to Rescue?
   B. Ethical Decision Making: A Toolkit
   C. The Special Duty of the Business Owner
II. The Duty of Loyalty: Whisteblowing
   A. The Legal Context: Employment-At-Will Doctrine
   B. Exceptions to the Rule
   C. Wrongful Discharge from Employment Act, Montana’s Act
   D. The Question of Loyalty
   E. Public Employees and Freedom of Speech
   F. Communication Within the Corporation
   G. Corporate Governance and the Gatekeepers (The Enron Story)
III. Privacy and Technology: Electronic Monitoring
   A. Surveillance at Work
B. The Value of Privacy
C. Lifestyle Control
D. Privacy and Testing
E. Consumer Privacy
F. Privacy under the Constitution
G. Counter-Terrorism: Security vs. Privacy
H. Privacy in Medical Information

IV. Valuing Diversity: Discrimination, Accommodation, and Affirmative Action
A. Equal Protection
B. The Civil Rights Act of 1964
C. Reasonable Accommodation of Disabled Workers
D. Affirmative Action
E. Same Sex Harassment
F. Families and Work
   1. Family and Medical Leave Act
   2. Pregnancy Discrimination Act
G. International Perspectives

V. Workers Rights as Human Rights: Health and Safety in the Workplace
A. Fetal Protection or Discrimination: Johnson Controls Case
B. Risk in the Workplace
C. Worker’s Compensation- Delgado Case
D. Risk in the Workplace
   1. Achieving Environmental Justice
   2. Echazabal v. Chevron
E. Occupational Safety and Health Administration (OSHA)
   1. Irvin v. United States
   2. Grading the Government
F. Safety Concerns in the Global Economy

VII. Marketing and Information: Advertising
A. Commercial Speech
B. Advertising & Economics
C. Federal v. Industry Self-Regulating of Advertising
   1. FTC Act and the
   2. Lanham Act
D. Market Manipulation - The Tobacco Story
E. Fighting Spam
F. The Branding of Culture – No Logo

VIII. Risk Allocation: Products Liability
A. Unsafe Products
   1. Breach of Warranty, Negligence & Strict Liability
   2. Restatement of Torts, 2d. Section 402A
B. The Debate Over Tort Reform – Firestone/Ford cases
C. The Uniform Commercial Code
D. Government Regulations of Product Safety
E. Manufacturer Liability for Consumer Uses
F. Enterprise Liability
G. Global Perspectives
IX. Ownership and Creativity: Intellectual Property
   A. Copyright Law
      1. Fair Use – Suntrust Bank and Gone With the Wind
      2. Traditional Copyright Law
      3. The Digital Millennium Copyright Act of 1998
   B. Beyond Copyright Law: Patent Law, Trade Secret, and Misappropriation
   C. Global Intellectual Property Rights

Grading Policy
Grading Criteria may vary by instructor. Please refer to the syllabus for your course section for the correct information. This information will be supplied by the instructor at the beginning of the course.

Grading Scale:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Average</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>90 - 100</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>80 - 89</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>70 - 79</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td>60 - 69</td>
<td></td>
</tr>
<tr>
<td>F</td>
<td>Under 60</td>
<td></td>
</tr>
</tbody>
</table>

Attendance Policy
A student is expected to attend all scheduled classes and laboratories. Each instructor will formulate an attendance policy and provide it on the course syllabus. Absences are counted from the first scheduled meeting of the class, and it is the responsibility of each student to know the attendance policy of each instructor in whose class he/she is enrolled. If a student is absent from a class, he/she should give an advanced explanation to the instructor. Absences in a course may affect a student’s final grade. The student is responsible for all assigned work in the course regardless of excused or unexcused absences. Tardiness may also affect a student’s final grade.
Failure to attend class will result in a final course grade of “FA” or “FN” (see explanation below) depending on the individual instructor’s course policy.
FA= failure, attendance-related (unofficial withdrawal) Last recorded date of attendance required.
FN= failure, never attended class (unofficial withdrawal)

Student Communication Channels
It is the student’s responsibility to check D2L and MyNSCC email on a regular basis. These are the official communication channels between the college and students. Students are responsible for the information communicated through those channels. D2L contains specific course information and MyNSCC contains information important for other purposes.
Early Warning System
Nashville State Community College has implemented an Early Warning System to notify students via e-mail about academic problems such as poor classroom attendance, poor performance on assignments/tests, poor communication skills, late/missing assignments, and/or lack of classroom participation. Please note that Early Warning Alerts do not affect a student's academic standing.

ADA Compliance Statement
Nashville State complies with the Americans with Disabilities Act. If you wish to request any special accommodations for any courses in which you are enrolled, contact the Student Disabilities Office at 353.3721.

Classroom Misconduct
Nashville State Community College has a zero tolerance policy for disruptive conduct in the classroom. Students whose behavior disrupts the classroom will be subject to disciplinary sanctions. Please consult your Student Handbook for more specific details. The instructor has primary responsibility for control over classroom behavior and maintenance of academic integrity. He/she can order temporary removal or exclusion from the classroom of any student engaged in disruptive conduct or in conduct which violates the general rules and regulations of the College.
Disruptive behavior in the classroom may be defined as, but is not limited to, behavior that obstructs or disrupts the learning environment (e.g., offensive language, harassment of students and professors, repeated outbursts from a student which disrupt the flow of instruction or prevent concentration on the subject taught, failure to cooperate in maintaining classroom decorum, etc.), the continued use of any electronic or other noise or light emitting device which disturbs others (e.g., disturbing noises from beepers, cell phones, palm pilots, lap-top computers, games, etc.).
Please be aware that children are not allowed in class or unattended on campus.

Academic Dishonesty (Honor Code)
Any form of academic dishonesty, cheating, plagiarizing, or other academic misconduct is prohibited. “Plagiarism may result from: (1) failing to cite quotations and borrowed ideas, (2) failing to enclose borrowed language in quotation marks, and (3) failing to put summaries and paraphrases in your own words (A Writer’s Reference 331). Academic dishonesty may be defined as, but is not limited to, intentionally trying to deceive by claiming credit for the work of another person, using information from a web page or source without citing the reference, fraudulently using someone else’s work on an exam, paper, or assignment, recycling your own work from another course, purchasing papers or materials from another source and presenting them as your own, attempting to obtain exams/materials/assignments in advance of the date of administration by the instructor, impersonating someone else in a testing situation, providing confidential test information to someone else, submitting the same assignment in two different classes without requesting both instructor’s permission, allowing someone else to copy or use your work, using someone else’s work to complete your own, altering documents, transcripts or grades, and forging a faculty/staff member’s signature.
In addition to other possible disciplinary sanctions that may be imposed through regular college procedures as a result of academic dishonesty the instructor has the authority to assign an “F”
or a “Zero” for the exercise, paper, or examination or to assign an “F” for the course. Students may appeal through the appropriate college grade appeal procedures.

**Inclement Weather Policy**

In the event of an inclement weather event, check the Nashville State web site home page at www.nscc.edu for announcements on campus closures. Campus closures will also be announced on local television stations (channels 2, 4, 5, and 17).

When classes are cancelled, an online assignment will be posted in NS Online. Check your NS Online email for a message from your instructor regarding your online assignment requirements. Even though classes may be cancelled, some areas, i.e. Testing Center, may be open. However, you should check before commuting to campus.

The Vice President for Academic Affairs and the Director of Security are responsible for cancellation decisions during an inclement weather event for the Nashville State main campus and the Southeast campus. Cookeville, Waverly, and Dickson Campus Directors will make class cancellation decisions based on conditions in their respective areas. Decisions about class cancellations are based on actual conditions, not forecasts. The perspective used for making decisions is that of the college as an employer, not as a K-12 institution. Students should use their own best judgment in determining whether to report to campus during inclement weather when classes are not cancelled.

**NOTE:** This syllabus is meant simply as a guide and overview of the course. Some items are subject to change or may be revised at the instructor’s discretion. Each instructor will further clarify their criteria for grading, classroom procedures, attendance, exams and dates, etc. on his/her course syllabus.