

EMPLOYMENT LAW FOR LEADERS CERTIFICATE

Program Description

From the hiring process to privacy and compensation, employment law is a critical component of the relationship between organizations and workers. Contrary to popular belief, however, the law does not have all the answers to today's tricky business situations. This certificate program draws attention both to the aspects of the law that involve specific legal protections and constraints, as well as to the zones of discretion within which employers and employees can act. You will start in the first course by developing a solid foundation in U.S. employment law: what you need to know and what you need to keep in mind in your business in order to avoid litigation. Subsequent courses cover specific areas of interest in the workplace, such as employee privacy, wages and benefits, anti-discrimination policies, and intellectual property rights. In each of these courses, you will begin with the basic outlines of the most important laws that relate to the topic under discussion. After you gain a baseline understanding, you'll go beyond it to explore the discretionary areas within the law. This program gives you the opportunity to study real-world cases which challenged and in some cases divided the courts. You'll read the cases, compare your assessments with those of your peers, then read the judges' decisions. Throughout the program, projects will give you the opportunity to explore how each topic area relates to your own workplace.

For the best experience in this program it is strongly recommended that you start with the first course, Employment Law in Practice.

The information provided in this course should not be used as a substitute for legal advice.

Key Takeaways

- Assess the goals and boundaries of employment law that affect an organization and its practices
- Develop, inform, and implement appropriate employee privacy and autonomy policies
- Conduct all activities consistently with the federal prohibitions on workplace discrimination as well as state and local laws
- Anticipate and avoid potential pitfalls surrounding wage and benefit laws
- Protect your organization from having former employees divulge trade secrets

What You'll Earn

- Employment Law for Leaders Certificate from Cornell Law School
- 50 Professional Development Hours (5 CEUs)

Who Should Enroll

- Business professionals
- Professionals in heavily regulated industries
- Compliance professionals
- Risk management professionals
- Business owners
- Contract administrators

Total Investment

- 2.5 months to complete all the courses

How to Enroll

For more information on how to enroll, please visit Employment Law for Leaders Certificate (<https://ecornell.cornell.edu/certificates/financial-management/employment-law-for-leaders/>).

Courses

Code	Title	Hours
eCornell LAW561	Employment Law in Practice	0
eCornell LAW562	Employee Privacy in the Workplace	0
eCornell LAW563	Anti-discrimination Principles	0
eCornell LAW564	Wage and Benefit Regulations	0
eCornell LAW565	Employee Duties and Promises	0