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| **Week Five** | |
| **Lesson - Week Five - Lecture** | |
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| **Week 5**  **Contracts and Employment**  There would be no way to cover everything you might want to know about contracts in this format. There are a few concepts, such as implied (someone undertakes an obligation via performance or other manner short of expressly) and express (parties agree either orally or in writing) contracts that you need to understand. Cornell covers this in a clear fashion along with other tabs for specifics at <http://www.law.cornell.edu/wex/contract>. Some contracts must be in writing to be enforceable, falling under the [Statute of Frauds](http://www.law.cornell.edu/wex/statute_of_frauds). There are other aspects such as the basic elements and remedies of contracts covered in your text. We will focus more for our purposes though, on public contracting requirements.  Federal contracts are governed by the Federal Procurement Policy Act which gives the [Office of Federal Procurement Policy](http://www.whitehouse.gov/omb/procurement_default) (in the Office of Management and Budget) the authority over federal contracting policies and practices.  The nature of employment is constantly changing. Contractual, statutory, and policy restrictions have been added to the general "at will" employment scenario. Many, many times the implications of these are clarified through the judiciary. The best place to start is with [Title VII](http://www.eeoc.gov/laws/statutes/titlevii.cfm) of the Civil Rights Act of 1964. It prohibits employers from discriminating against an individual due to their race, color, religion, sex or national origin along with other considerations. Other authorities in this area include the [Age Discrimination in Employment Act](http://www.eeoc.gov/laws/statutes/adea.cfm) (ADEA) which prohibits certain employers from discriminating against those 40 or older and the [Americans with Disabilities Act](http://www.ada.gov/) (ADA) which prohibits certain employers from discriminating against those with disabilities but that can still do the job.  In 1978 the[Civil Service Reform Act](http://www.eeoc.gov/eeoc/history/35th/thelaw/civil_service_reform-1978.html) created three offices: the US Office of Personnel Management, the Merit Systems Promotion Board, and the Office of Special Counsel. The text outlines other regulations that affect wage and hour restrictions, taxes, benefits and worker's compensation. The text also notes that the courts have ruled that sexual harassment is considered sexual discrimination under Title VII of the Civil Rights Act. Courts have found two categories: *Quid Pro Quo* harassment and hostile work environment. | |
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