



**OBTC 2015 at University of La Verne
June 17th – 20th, 2015**

Submission Template

SUBMISSION GUIDANCE

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Please include ALL supplementary text at the end of this document

Only one document should be submitted

Submission Template for the 2015 OBTC Teaching Conference for Management Educators

1) Title of Proposal:

Hot Topics in Pregnancy Discrimination: Broadening student awareness of diverse communities of workers.

2) Abstract:

With several federal court rulings on the issue of discrimination currently making headlines, it is important to keep management students apprised on this topic. In this session, we will explore current court rulings on the issues of pregnancy discrimination. The rulings in the cases impact entire communities of workers, as well as organizations. Students can study these cases to broaden their understanding of HR topics such as selection, employee benefits, and termination of employment, among others. Attendees will also receive handouts listing other hot topic cases in gender discrimination and the management teaching principles that apply.

3) Keywords:

Employment law, diversity, gender discrimination, pregnancy discrimination.

4) Format

- Activity or exercise
- Discussion roundtable (60 minute only)
- General discussion session

5) Time Requested:

- 30 Minutes
- 60 Minutes (*Roundtables must select 60 minutes*)
- 90 Minutes

6) Planning Details:

Does your session have any special requirements for space or materials?

This session will require an overhead projector and screen, access to the internet, and ability to use power point.

7) Learning Objectives or Goals for the Session:

What are 2-4 specific learning outcomes that participants will get from your session?

- Educating attendees as particular modern legal issues in pregnancy discrimination currently impacting communities and organizations alike. These issues include discussion of recent court rulings involving pregnant workers, including reproductive rights discrimination.
- Discussion of current federal cases involving pregnancy discrimination that management educators can use to connect students to the community.
- Explore the ways in which management educators can tie pregnancy discrimination cases to concepts taught in the classroom, such as discrimination in selection, employee benefits, and termination of employment.

8) Management or Teaching Topics:

Describe what management and/or teaching topics are relevant to your session, and why. Please include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.

Pregnancy discrimination involves treating a female applicant or employee unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth (Cross & Miller, 2015). The Pregnancy Discrimination Act (PDA) is an amendment to Title VII of the Civil Rights Act, and it applies to workplaces with 15 or more employees (Scott, 2013).

It is important for management students to understand the nuances of the PDA, since violating the act means violating federal law (Cross & Miller, 2015). The outcome of recent hot topic cases in pregnancy discrimination will impact the community and organizations alike. In this session, we will focus on the areas of selection, employee benefits and termination of female employees and use case law to illustrate these concepts. (Young v. UPS, 2013; Herx v. South Bend Diocese, 2014).

9) Session Description and Plan:

What will you actually do in this session? What activities will you facilitate, how long will they take, and how will participants be involved? Reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session. Include a timeline for your session.

20 minutes – Presentation of Hot Topic cases in pregnancy discrimination. Two cases will be highlighted during this presentation, Young v. UPS and Herx v. South Bend Diocese.

1) In Young, a UPS employee is suing her former employer for not accommodating the weight lifting restrictions her doctor placed on her during her pregnancy. The Supreme Court of the United States has taken this case, and the decision on this matter is due out in the first half of 2015. The case effects selection and termination of employment and can be used as a teaching tool for students on these issues.

2) In Herx, a former Catholic school teacher is suing her employer after she was terminated for undergoing fertility treatment in violation of her school's morality clause. This case is currently being appealed to the 7th Circuit. It impacts the areas

of employee benefits and termination of employment.

10 minutes – General discussion of how student learning can be enhanced by these hot topic cases which apply not only to deepen student understanding of community diversity, but also to illustrate many different HR issues. As outlined, the HR issues can include diversity in selection, employee benefits and termination of employment, among others.

*****Attendees will also receive handouts listing other hot topic cases in gender discrimination and the management teaching principles that apply.**

10) For Activities and Exercises:

This session does not include an activity or an exercise.

11) Implications for Teaching or for Teachers:

What is the contribution of your session?

The contribution of this session is to educate management faculty on the timely, relevant topic of using recent pregnancy discrimination cases as a teaching tool in the classroom. An additional implication will be exploring how management educators can tie these cases to educating students on community diversity, as well as contemporary issues in HR. Please reference Section 9, Session Description and Plan above.

12) Application to Conference theme:

How does your session fit with the overall OBTC theme of Learning in Community?

This session fits in well with the overall conference theme of Learning in Community. Specifically, this submission will encourage understanding of recent court rulings in the area of pregnancy discrimination so that students have a broader and better understanding of diverse communities.

13) Unique Contribution to OBTC:

Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?

No. I have never presented this proposal before. It is not under review elsewhere.

14) References and/or Additional Materials:

Cross F., Miller, R. (2015). *The Legal Environment of Business: Text and Cases*. Mason, OH, South-Western Cengage Learning.

Green, R. (Dec. 20, 2014). *Jury sides with fired teacher*. Retrieved from <http://www.journalgazette.net/news/local/courts/Jury-sides-with-fired-teacher-4094706>.

Scott, B. (October 31, 2013). 7 Things You Need to Know About Pregnancy Discrimination. Retrieved from: <http://www.aauw.org/2013/10/31/know-about-pregnancy-discrimination/>

Young v. United Parcel Service, 707 F.3d 437 (4th Cir. 2013).