

Business Management & Administration Career Cluster
Legal Environment of Business
Course Number 06.41500

Course Description:

Legal Environment of Business addresses statutes and regulations affecting businesses, families, and individuals. All students will benefit with the knowledge of business law as they will eventually assume roles as citizens, workers, and consumers in their communities and in society at large.

Students will get an overview of business law while concentrating on the legal aspects of business ownership and management. Legal issues addressed include court procedures, contracts, torts, consumer law, employment law, environmental law, international law, ethics, and the role of the government in business. Students will not only understand the concepts, but will also apply their knowledge to situations and defend their actions, decisions, and choices.

Various forms of technologies will be highlighted to expose students to the emerging technologies impacting the business world. Professional communication skills and practices, problem-solving, ethical and legal issues, and the impact of effective presentation skills are expanded in this course to prepare students to be college and career ready. Employability skills are integrated into activities, tasks, and projects throughout this course to demonstrate skills required by business and industry. Competencies in the co-curricular student organization, Future Business Leaders of America (FBLA), are integral components of both the employability skills and content standards of this course.

Legal Environment of Business is the second course in the Entrepreneurship and Human Resources Management pathway in the Business Management & Administration Cluster. Students enrolled in this course should have successfully completed the first course in the pathway Introduction to Business & Technology.

Course Standard 1

BMA-LEB-1

Demonstrate employability skills required by business and industry.

The following elements should be integrated throughout the content of this course.

- 1.1 Communicate effectively through writing, speaking, listening, reading, and interpersonal abilities.
- 1.2 Demonstrate creativity with multiple approaches to ask challenging questions resulting in innovative procedures, methods, and products.
- 1.3 Exhibit critical thinking and problem-solving skills to locate, analyze, and apply information in career planning and employment situations.
- 1.4 Model work readiness traits required for success in the workplace including integrity, honesty, accountability, punctuality, time management, and respect for diversity.
- 1.5 Apply the appropriate skill sets to be productive in a changing, technological, and diverse workplace to be able to work independently, interpret data, and apply team work skills.
- 1.6 Present a professional image through appearance, behavior, and language.

Course Standard 2

BMA-LEB-2

Compare and contrast the relationship between ethics and law for a business.

- 2.1 Develop a logical argument for ethical decision-making and ethical impact in a technological society.
- 2.2 Explain the major sources of law: constitutional law, statutory law, common law, regulatory law, and international law.
- 2.3 Differentiate among crimes, torts, contracts, and specific statutory/regulatory schemes such as bankruptcy, intellectual property, consumer protection, environmental, and employment and labor law.
- 2.4 Identify the personal and business consequences of unethical and illegal conduct.
- 2.5 Analyze ethical dilemmas raised by the interaction of business and politics, including but not limited to lobbying, gift-giving, and awarding honoraria to political leaders for political gain.

Course Standard 3

BMA-LEB-3

Explain and illustrate through simulation the process by which a legal dispute is resolved for a business and personal issue.

- 3.1 Compare and contrast the federal and state court systems functions and purpose and the impact on a business.
- 3.2 Distinguish between criminal and civil law.
- 3.3 Classify which types of claims are brought in which courts.
- 3.4 Describe the process of a civil suit from complaint through collection of a judgment.
- 3.5 Discuss the advantages and disadvantages of litigation, arbitration, mediation, and conciliation.
- 3.6 Reconstruct the process of a criminal prosecution from arrest through sentencing from two different viewpoints—person accused of the crime and the business owner.
- 3.7 Interpret an example legal dispute and analyze the impact on a business.
- 3.8 Relate a case study of legal dispute to criminal or civil law, federal or state court system, and litigation, arbitration, mediation, and conciliation.

Course Standard 4

BMA-LEB-4

Investigate major crimes affecting business and the impact on a business.

- 4.1 Differentiate among felonies, misdemeanors, and infractions and provide examples for a business environment including crimes the business commits and crimes against the business.
- 4.2 List the elements of various business crimes, including at a minimum the following: arson, embezzlement, forgery, fraud, shoplifting, robbery, and computer crimes.
- 4.3 Collect and display evidence of technology related crimes on a business and suggest steps a business can take to prevent crimes against the business.

Course Standard 5

BMA-LEB-5

Evaluate the use of tort law in a business setting.

- 5.1 Compare and contrast intentional torts, negligence, and products/strict liability.
- 5.2 Classify torts involving harm to the person and torts involving harm to property.
- 5.3 Define the concepts of reasonable person and proximate cause.

Georgia Department of Education

- 5.4 Describe available remedies for tortious conduct, including compensatory and punitive damages and equitable relief.
- 5.5 Apply tort law to various business scenarios in which the business is either the plaintiff or the defendant tort-feasor.

Course Standard 6

BMA-LEB-6

Demonstrate an understanding of contractual relationships.

- 6.1 Investigate the elements of an enforceable contract and example uses in a business (e.g., offer, acceptance, consideration, mutual assent, capacity to contract, legality, and form).
- 6.2 Create a contract for business and personal use and debate the details of the contract for legal consideration.
- 6.3 Differentiate between unilateral and bilateral contracts, express and implied contracts, and oral and written contracts.
- 6.4 Analyze the circumstances under which a contract may be voidable or void (e.g., infancy, intoxication, fraud, duress, unconscionability, and mutual mistake).
- 6.5 Cite available remedies for breach of contract, including damages and equitable relief for business and personal use.
- 6.6 Explain the parole evidence rule.
- 6.7 Describe the purpose of the Uniform Commercial Code (UCC).
- 6.8 Identify the various types of warranties and describe how they can be modified or excluded.

Course Standard 7

BMA-LEB-7

Categorize, evaluate, and assess specific statutory/regulatory schemes impact on a business.

- 7.1 Describe and discuss the impact on a business of the various aspects of bankruptcy including Chapter 7, Chapter 11, Chapter 13, involuntary, and voluntary.
- 7.2 Differentiate among the types of intellectual property and discuss the remedies for infringement of each type (i.e., copyright, trademark, and patent).
- 7.3 Research and summarize the major federal consumer protection laws and how they are enforced including but not limited to Fair Credit Reporting Act (FCRA), Fair Debt Collection Practices Act (FDCPA), Consumer Product Safety Improvement Act (CPSIA), Consumer Credit Protection Act (CCPA), and Federal Trade Commission Act (FTCA).
- 7.4 Describe and discuss the major federal laws regulating a business's impact on the environment including but not limited to Clean Air Act (CAA), Clean Water Act (CWA), Resource Recovery and Conservation Act (RCRA), and Endangered Species Act (ESA).
- 7.5 Demonstrate an understanding of the employment-at-will doctrine and its exceptions.
- 7.6 Describe and discuss the major federal laws regulating business employment practices including but not limited to Title VII of the Civil Rights of 1964, Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), Occupational Safety and Health Act (OSHA), Immigration Reform and Control Act, and National Labor Relations Act (NLRA).

Course Standard 8

BMA-LEB-8

Illustrate and defend the challenges of applying existing law to e-commerce.

- 8.1 Define the jurisdictional issues raised by e-commerce and discuss the impact on business.
- 8.2 Discuss the nature of authentication problems, digital signatures, and domain names disputes.
- 8.3 Create a plan to defend the business position on complying with laws for e-commerce.

Course Standard 9

BMA-LEB-9

Research and summarize the influence of diverse cultures and customs on business practices while detailing awareness in business operations.

- 9.1 Explain the impact of cultural differences when making business decisions in a global economy.
- 9.2 Research and investigate how the laws and customs of other countries may affect U.S. business operations.
- 9.3 Outline the roles played by the U.N. Commission on International Trade Law and the World Trade Organization on business practices.
- 9.4 Prepare and detail a business transaction with an international customer that outlines culture considerations and follows customs.

Course Standard 10

BMA-LEB-10

Explore how related student organizations are integral parts of career and technology education courses through leadership development, school and community service projects, entrepreneurship development, and competitive events.

- 10.1 Explain the goals, mission and objectives of Future Business Leaders of America.
- 10.2 Explore the impact and opportunities a student organization (FBLA) can develop to bring business and education together in a positive working relationship through innovative leadership and career development programs.
- 10.3 Explore the local, state, and national opportunities available to students through participation in related student organization (FBLA) including but not limited to conferences, competitions, community service, philanthropy, and other FBLA activities.
- 10.4 Explain how participation in career and technology education student organizations can promote lifelong responsibility for community service and professional development.
- 10.5 Explore the competitive events related to the content of this course and the required competencies, skills, and knowledge for each related event for individual, team, and chapter competitions.