

## Course Outline

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Course Number and Title:	LAWS 3503 A - Equality and Discrimination
Term:	Fall 2015
Prerequisite:	LAWS 2105 or LAWS 2302 or LAWS 2502
Place:	Please check with Carleton Central for current room location
Time:	Monday 11:30 - 2:30 NB: The first class will be held on Friday September 4 at 11:30
Instructor's name:	Diana Majury
Office Hours:	Monday 3:00 – 4:00
Contact	Office: D 593 Loeb Building Telephone: 520-2600 ext.8863 Email: diana.majury@carleton.ca

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### Academic Accommodations:

You may need special arrangements to meet your academic obligations during the term. For an accommodation request the processes are as follows:

**Pregnancy obligation:** write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website: <http://www2.carleton.ca/equity/>

**Religious obligation:** write to me with any requests for academic accommodation during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist. For more details visit the Equity Services website: <http://www2.carleton.ca/equity/>

**Academic Accommodations for Students with Disabilities:** The **Paul Menton Centre** for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or [pmc@carleton.ca](mailto:pmc@carleton.ca) for a formal evaluation. If you are already registered with the PMC, contact your PMC coordinator to send me your **Letter of Accommodation** at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (*if applicable*). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. Please consult the PMC website for the deadline to request accommodations for the formally-scheduled exam (*if applicable*) at <http://www2.carleton.ca/pmc/new-and-current-students/dates-and-deadlines/>

You can visit the Equity Services website to view the policies and to obtain more detailed information on academic accommodation at <http://www2.carleton.ca/equity/>

### Plagiarism

Plagiarism is presenting, whether intentional or not, the ideas, expression of ideas or work of others as one's own. Plagiarism includes reproducing or paraphrasing portions of someone else's published or unpublished material, regardless of the source, and presenting these as one's own without proper citation or reference to the original source. Examples of sources from which the ideas, expressions of ideas or works of others may be drawn from include but are not limited to: books, articles, papers, literary compositions and phrases, performance compositions, chemical compounds, art works, laboratory reports, research results, calculations and the results of calculations, diagrams, constructions, computer reports, computer code/software, and material on the Internet. Plagiarism is a serious offence.

More information on the University's **Academic Integrity Policy** can be found at:  
<http://www.carleton.ca/studentaffairs/academic-integrity/>

### ***Department Policy***

The Department of Law and Legal Studies operates in association with certain policies and procedures.  
Please review these documents to ensure that your practices meet our Department's expectations.

<http://www.carleton.ca/law/student-resources/department-policies/>

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### **COURSE DESCRIPTION**

The course examines issues of discrimination in Canadian society and explores different ways of thinking about and responding to group-based inequalities. Through academic articles and personal accounts, we will look at the history of discrimination in Canada, the meaning(s) of equality and discrimination, and present day experiences of discrimination and inequality. We will explore the "rights debates" and different theoretical approaches to the conceptualization of human rights protection. We will study human rights legislation and the Charter of Rights and Freedoms and cases decided under each, looking at both their potential and their limitations.

The focus of this course is an exploration of theories, issues and cases through discussion. There is a heavy reading load and, despite the size of the class, there is a major focus on discussion. You are expected to have read all of the material assigned for each class and to come to class prepared to discuss it.

### **COURSE OBJECTIVES**

The following are the objectives for student learning in this course. The course readings and assignments address all of the objectives. The chapters (see Table of Contents posted on cuLearn) noted are the ones that more directly focus on the specific objective.

1. A good understanding of different theoretical approaches to human rights issues and of the debates in the field. (Chapters I, II, VII)
2. A good understanding of the complexities of discrimination and inequality as lived experiences. (Chapters I, IV, V, VI)
3. A basic understanding of the principal laws relating to equality and human rights in Canada (Chapters III, IV, V, VI)
4. Development of critical and creative thinking about the role of law and the legal system in furthering/inhibiting equality and in responding to issues of discrimination. (All)
5. Stronger communication, writing and critical analysis skills. Class discussion, the response papers and the feedback provided are all opportunities to reflect on and improve in these important areas.

## TEXTS

### REQUIRED READING

*Materials on Equality and Anti-Discrimination Law*, compiled by D. Majury, 2015. The course pack is available online through Ares. Additional materials may be put on reserve in the library.

### REFERENCES:

The *Ontario Human Rights Code*, available online at <http://www.ohrc.on.ca/en/resources/code>

The *Canada Human Rights Act*, available online at <http://laws.justice.gc.ca/en/H-6/text.html>

The *Canadian Charter of Rights and Freedoms*, available online at <http://laws.justice.gc.ca/en/charter>

## CULEARN

We will use the course web page on cuLearn to communicate outside of class. Therefore, it is important that you have access to Carleton Connect and **use a connect email address**. Students are responsible for checking the course page on cuLearn and checking their cuLearn email.

## PROFESSOR CONTACT

Please come to see me in person with your questions, concerns, comments. If you cannot make it to my office hour--- please make an appointment.

I will try to answer your emails within 24 hours except over weekends. If you do not hear back from me after 24 hours, please re-email me.

## EVALUATION

1) 4 term assignments -- 15% per assignment -- see below for description	60%
2) Class participation (self and professor evaluation) -- see below for description	10%
3) Take home examination or creative alternative -- see below for description	30%

Students must fully complete all three evaluation units in order to meet the course requirements and be eligible to pass the course.

### 1) **Term Assignments** -- 15% each – 4 required

The assignments will be posted on cuLearn. The due dates are provided in the Reading Assignment Schedule as well as on the assignment.

**First Assignment:** All students must complete and hand in the first assignment. It will address the first chapter of the course readings (See Table of Contents posted online) and the material covered in the first three classes. It is due **October 5**. This will give me a chance to give you all feedback early in the course.

You are to hand in a minimum of **three additional assignments** from the remaining seven assignment options. There is an assignment attached to each of the course reading chapters outlined in the Table of Contents posted on cuLearn and you may choose any three of the remaining seven assignments.

The purpose of these assignments is to give you an opportunity to demonstrate that you have read and understood the course readings and the class discussions and to apply these learnings. You are not expected to do any outside research. The assignments require you to work closely and explicitly with **all** of the course material attached to that assignment. Your grade will be based on your coverage of the course material, your engagement with the issues and ideas and your critical skills in applying the materials.

Each paper should be from five to eight type written pages, double spaced. If you wish to submit more than the required four papers, the best four marks will be applied to your final grade.

Late papers will be marked down .1 of the grade (eg. From 10 to 9.9) for each day they are late. A medical certificate or other appropriate documentation will be required to support any request for an extension. The assignment options enable you to plan your work in this course around the deadlines in your other courses. Extensions will not be granted for reasons of work overload.

## **2) Class participation -- 10%**

Discussion questions on each week's readings will be posted in advance to help guide your reading and prepare for class discussion.

At the end of the course, you will be required to submit a short self evaluation of your own class participation throughout the course and provide yourself with a grade out of a total of 5. This will count as one half of your final participation grade. Your self evaluation should address the following:

1. degree and effectiveness of your preparation for class
2. assessment of your contributions in class, reflecting on issues of both quantity and quality
3. your sensitivity and responsiveness to class dynamics
4. a discussion of factors that helped or hindered you in your contributions.

I will be taking attendance in each class. You are expected to come to every class and should deduct marks for non-attendance. Please note that reading the assigned materials and attendance at class are necessary prerequisites for class participation, but do not themselves constitute participation. However, I do understand that there may be a number of legitimate reasons why a person does not feel able to speak out in class. The self evaluation provides both you and me with an opportunity to take these kinds of factors into consideration.

**Due date: December 7 (Last Class)**

The other half of your participation grade will be my grade on your self evaluation. In this, I will be looking at the accuracy of your assessment, given your record of attendance, my own perceptions of your participation in class, and the explanation and reflection you provide.

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## **3) Take Home Examination or Creative Alternative –30%**

The **take home exam** will be handed out in the last class – December 7

**Due date:** The completed exam must be handed in to the Law Department office (C473 Loeb Building) no later than 3:30 pm, **December 21.**

For those of you who are tired of doing exams and are interested in a challenge, there is the option of a **creative alternative** – for example a play, a short story, a video, a research project, a scrap book. The purpose of the project would be to demonstrate that you have read and engaged with the course materials – ie it serves the same purpose as the take home exam, just in a more creative format that you choose. You could pick an issue or theme that runs through the course material and address it in one of these alternative formats. You may do the alternative as a group project. NB: Any project that would involve research with human subjects would require ethics approval and would therefore not be appropriate for this assignment. In order to do the alternative, you will need to write a project proposal and have it **approved by me** in writing – **before December 7.**

**Due date:** must be handed in to the Law Department office (C473 Loeb Building) no later than 3:30 pm, **December 21.**

NB: Assignment papers and the take home examination are required to be handed in in hard copy form. Electronic copies will only be accepted in exceptional circumstances.

## **COURSE SCHEDULE**

The Reading Assignment Schedule is available on line as a separate document.