SAFETY 5143 –LEGAL LIABILITY & WORKER'S COMPENSATION IN SAFETY AND HEALTH

Internet-Based
Southeastern Oklahoma State University
Durant, Oklahoma

INSTRUCTOR CONTACT INFORMATION

A. Professor: Dr. Nick Nichols

B. Office: OSH – 233

C. Phone: 1-580-745-2326

D. Email: nnichols@se.edu

E. Office Hours:

On Campus: By Appointment
Off Campus: Via Email

COURSE DESCRIPTION

This course is designed to provide students with information related to numerous legal liability cases/issues concerning Occupational Safety and Health (and its related fields). The course will primarily focus on various OSHA standards, cases in Federal, State, Civil District Courts, and that have been before the OSHA Review Commission (OSHRC). The relationship of OSHA standards to current Occupational Safety and Health issues will also be explored. Additionally, concepts and applications within the field of worker's compensation will also be examined.

PREREQUISITES

NONE.

REQUIRED MATERIALS

Required Text:
Occupational Safety and Health Law Handbook (Third Edition); by Melissa A. Bailey (Author), Matthew C. Cooper (Author), Frank D. Davis (Author), William K. Doran (Author), John B. Flood (Author), Margaret S. Lopez (Author), John F. Martin (Author), Marshall Lee Miller (Author), Gwendolyn K. Nightengale (Author), Shontell Powell (Author), Phillip B. Russell (Author), Arthur G. Sapper (Author), Kenneth B. Siepman (Author), Zachary S. Stinson (Author), R. Lance Witcher (Author) ISBN-13: 978-1598886788 ISBN-10: 1598886789

OTHER RESOURCES AND LOCATIONS

NONE

ALIGNMENT WITH STANDARDS

NONE

TECHNICAL REQUIREMENTS

Your professor assumes that all students have read and understand the necessary computer hardware requirements listed on the SE Blackboard homepage located at http://homepages.se.edu/online-learning/technology/system-requirements/. Failure to meet these requirements could result in a student's inability to complete the course. For help with any hardware issues, contact the **SE Student Blackboard Help Desk** at **580.745.3081** or you may obtain **"Walk-in Help" in the Russell Building, Room 317A, Monday-Friday 8:00 a.m. – 4:30 p.m.** (excluding school holidays).

NETIQUETTE (INTERNET ETIQUETTE)

Communication & Discussion Board Netiquette Rules

Distance conveys a degree of anonymity, and as a result, many people feel less inhibited in online situations than in their everyday lives. This lessening of inhibitions sometimes leads people to drop their normal standards of decorum when

communicating online. Become familiar with the following guidelines regarding both online discussions and email messages.

- Use appropriate language. Excessive use of "chat" or "instant messaging" jargon is not acceptable for Blackboard discussions.
- Read existing follow-up postings and don't repeat what has already been said.
- Inappropriate and/or offensive language, especially comments that might be construed as racist or sexist, are not appropriate and will be dealt with on an individual basis.
- Be careful with humor and sarcasm. One person's humorous comment can be another person's boorish or degrading remark.
- Use proper spelling, capitalization, grammar, usage, and punctuation. Utilize the Spell Check feature.
- Remember that there are other human beings reading your postings, so treat everyone with respect. Don't post anything you wouldn't be willing to communicate face to face.
- Be sure to include relevant information in the Subject line of emails.

More information is Available through the Southeastern Online Learning website or http://www.se.edu/online-learning/technology/communication-netiquette/

LIBRARY AND INFORMATION RESOURCES

Library information and resources may be accessed via the following link:

http://www.se.edu/online-learning/student-services/

COURSE GOAL

Upon successful course completion, students should be able to understand and apply advanced legal concepts that are integral to the field of occupational safety and health.

COURSE OBJECTIVES

Upon successful course completion, students should be able to demonstrate knowledge of:

1. The identification of specialized OSHA Standards, and Enforcement of said Standards.
2. The description of Civil and Criminal Liability (as applied to Occupational Safety and Health).
3. The utilization of preparations that Safety Professionals can make when involved in a workplace-related lawsuit.
4. The utilization of preparations that Safety Professionals can make when involve in settling worker's compensation claims.
5. The identification and description of Federal and State Court case reviews (as applied to Occupational Safety and Health).
6. The application of the concept of precedent, as applied to legal cases in the field of Occupational Safety and Health.

REQUIRED SYLLABUS EXAM

ALL STUDENTS are ***REQUIRED*** to take the Syllabus Exam posted for this course. Failure of any student to take this exam will result in that student being ***BLOCKED FROM THE COURSE*** by Dr. Nick, until they have taken the Syllabus Exam. ***ABSOLUTELY NO EXCEPTIONS*.**

PURPOSES OF CLASS SCHEDULE, ACTIVITIES AND ASSIGNMENTS

PURPOSE OF CLASS SCHEDULE

In order to conform with course schedules established by the Department of Occupational Safety and Health at Southeastern Oklahoma State University, this course is presented in the schedule format listed in this syllabus. This schedule will be strictly adhered to, and ***requires students to strictly maintain personal adherence to the course syllabus, assignment instructions and deadlines*.**

PURPOSES OF DISCUSSION BOARDS

The purposes of the required Discussion Board posts for the course are as follows:

-To provide students with a topical overview of major areas of legal liability and worker's compensation as related to the field of Occupational Safety and Health.
-To sharpen and enhance students' grammatical and English composition skills.
-To sharpen and enhance students' critical thinking skills.
-To promote student interaction, in accordance with requirements set forth for Southeastern Oklahoma State University by the Higher Learning Commission.

PURPOSES OF ASSIGNMENTS

The purposes of the required assignments for the course are as follows:

-To provide students with skills necessary to prepare them for involvement in worker's compensation cases as related to the field of Occupational Safety and Health. ***PLEASE NOTE*: THE ASSIGNMENT FOR THE COURSE THAT CORRESPONDS TO THE ABOVE PURPOSE IS GRADED VIA THE UTILIZATION OF AN ASSIGNMENT RUBRIC. FOR INFORMATION REGARDING YOUR PERFORMANCE ON THIS ASSIGNMENT (BASED UPON YOUR SCORE) AT THE COURSE'S END, PLEASE REFER TO THE COURSE RUBRIC CORRESPONDING TO THE GRADING PROCESS UTILIZED FOR THIS ASSIGNMENT.**
-To provide students with an overview of major hazards involved in industries wherein Occupational Safety and Health is critical to an organization's protection of its workforce and overall success (i.e., construction, general industry, etc.).
-To provide students with an overview of major liabilities (and methods of protection from such liabilities) involved in industries wherein Occupational Safety and Health is critical to an organization's protection of its workforce and overall success (i.e., construction, general industry, etc.).
-To establish, sharpen and enhance students' hazard perception skills.
-To sharpen and enhance students' research, interpretation, and reporting skills.
-To sharpen and enhance students' grammatical and English composition skills.
-To sharpen and enhance students' critical thinking skills.

PURPOSES OF REVIEWS

The purpose of course reviews is to prepare students for successful performance on the upcoming open-text assignments, and to sharpen and enhance students' research, interpretation and analytical skills.

COURSE SCHEDULE/SEMESTER CALENDAR

WEEK	SUBJECT/DATES	TEXT
1*	**1/14** **Worker's Compensation Assignment/Syllabus Exam**	CHP. 1
2	1/21 OSHA (Part 1)	CHP. 1
3	1/28 OSHA (Part 2)	CHP. 1
4	2/4 The Rulemaking Process	CHP. 2
5	2/11 The Duty to Comply	CHP. 3
6	2/18 The General Duty Clause	CHP. 4
7	2/25 Recordkeeping	CHP. 5
8	3/4 Employer's and Employees' Rights	CHP. 6
9	3/11 Refusal to Work and Whistleblower Protection **(WEEK BEFORE SPRING BREAK)**	CHP. 7
10	3/25 HAZCOM	CHP.8
11*	**4/1** Self-Audits **WORKER'S COMPENSATION ASSIGNMENT DUE BY THIS DATE**	CHPS. 9
12	4/8 Inspections & Investigations	CHP. 10
13	4/15 Understanding & Contesting Citations	CHP. 11
14	4/22 Criminal Enforcement of Violations	CHP. 12
15	4/29 Judicial Review of Enforcement Actions **FOLLOWING THIS WEEK, WATCH YOUR CAMPUS CONNECT ACCOUNT FOR YOUR FINAL COURSE GRADE POSTING.**	CHP. 13

ATTENDANCE

The Registrar's office defines attendance in online classes as:

Stopped Attending =
Students who were participating online but have stopped submitting any assignments, etc. without contacting/making arrangements with the professor.

Never Attended =
Students who never accessed Backboard to view the course or never completed any assignments that were due for the course.

Excessive Absences =
Students who have submitted some work but are infrequent in their participation or late on assignments—leading to a failing grade.

Since this is an online course, students are expected to be highly self-motivated. Enrollment in this course obligates the student to attend "virtual" class and to participate in class activities and assignments. Regular and routine participation is required to be "in attendance" for the course. This includes regularly logging in, turning in homework by required dates/times. If you do not participate in the course for two weeks, your access will be disabled without warning. Participation or lack thereof may also affect your financial aid.

LATE ASSIGNMENTS

ALL COURSE NOTES AND ASSIGNMENTS WILL BE POSTED FOR **24-72 HOUR PERIODS (OR MORE) ONLY ON THE DAY THAT THE CLASS IS SCHEDULED TO "MEET."** Following this 24 hour period, **ALL NOTES WILL BE AUTOMATICALLY BLOCKED BY THE BLACKBOARD PROGRAM.** It is **EACH STUDENT'S INDIVIDUAL RESPONSIBILITY TO ACQUIRE CLASS NOTES FOR FUTURE STUDY.** ***MODIFY YOUR SCHEDULES TO TURN IN THE ASSIGNMENTS BY THE DUE DATES THAT ARE POSTED.*** **YOUR PROFESSOR WILL DETERMINE EXACTLY WHAT PERIOD OF TIME WILL BE APPROPRIATE FOR EACH ASSIGNMENT/COURSE NOTES, ETC.**

The **instructions and deadlines for completing Assignments** will generally be provided with each assignment, via the Blackboard System. ***INSTRUCTIONS FOR EACH ASSIGNMENT, AS WELL AS ANY GENERAL COURSE INSTRUCTIONS WILL ALWAYS BE POSTED IN THE "ANNOUNCEMENTS SECTION." EACH STUDENT IS RESPONSIBLE FOR CHECKING THIS SECTION EVERY TIME THEY LOG IN TO BLACKBOARD*** Any other special instructions necessary will be provided by your Professor. **IT IS EACH INDIVIDUAL STUDENT'S RESPONSIBILITY TO CHECK FOR ASSIGNMENTS FOR EACH COURSE SESSION.** Failure to submit any homework assignments to your Professor for the week/day in question will result in an ***automatic forfeiture of the assignment grade*** **for that student.** There will be no exceptions to this rule.

EACH STUDENT WILL BE *ALLOWED ONLY ONE ATTEMPT PER ASSIGNMENT AND TEST SUBMISSION*—ABSOLOUTELY NO EXCEPTIONS TO THIS RULE.

No extra assignments will be given at any time during the semester to "bring up your grade!" Work diligently from the beginning and complete every assignment as if IT is worth extra points that will raise your grade!

Except for extenuating circumstances handled by the instructor on an individual basis, any assignment received after the due date and time will be a zero. For the record…there are very few extenuating circumstances. Excuses such as "The system was down" and "I couldn't get to a computer" are NOT considered extenuating circumstances. Have a backup plan with at least one alternate location to complete the assignment or take the exam. Don't wait until the last minute to complete assignments or take exams and you won't encounter these types of problems.

MAKEUP ASSIGNMENTS

IF ANY ACTIVITIES ARE MISSED BY A STUDENT WHO WISHES TO PARTICIPATE IN THEM, THESE ACTIVITIES MAY *ONLY* BE "MADE-UP" *IF THE STUDENT'S ABSENCE IS EXCUSED*. **Whether or not the absence is excused will be determined at the sole discretion of the Professor (in conjunction with Southeastern Oklahoma**

State University Attendance Guidelines and Policies). Examples of valid, written excuses include doctor's notes with validated phone numbers, validated funeral programs, and other written excuses ACCEPTED AT THE SOLE DISCRETION OF THE PROFESSOR.

EXPECTATIONS OF INSTRUCTOR AND STUDENTS

-ASSIGNMENT/ACTIVITY SUBMISSION-

The method MOST PREFERRED by the professor *will be listed with each assignment, respectively*. Information and instructions regarding use of the Assignment features within Blackboard is available by accessing **"Student Tools"** and then clicking on **"Blackboard Help."**

FAILURE TO UTILIZE THE METHOD OF ASSIGNMENT SUBMISSION SPECIFIED FOR A PARTICULAR ACTIVITY WILL RESULT IN A SUBTRACTION OF POINTS FROM THAT STUDENT'S ASSIGNMENT GRADE. The value of this subtraction will be determined solely by the Professor. THERE WILL BE NO EXCEPTIONS TO THIS RULE.

-QUESTIONS REGARDING CLASS CONTENT-

Questions regarding clarification of class content may be submitted to the Professor **via email,** the Blackboard System, or **by appointment** (for on-campus students) according to the Professor's office hours (posted on the Professor's office door).

OTHER OVERALL COURSE REQUIREMENTS

-TIMEFRAME FOR PARTICIPATION-

Blackboard automatically tracks and records every click, including your name! I can see if and when you logged on, the date and time of day you logged on, and even what you accessed once you logged on! This is one way I can determine whether or not you participated in the assignment.

-SPECIFIC COURSE REQUIREMENTS-

1. Completion of various individual assignments and exercises (as assigned).
2. Completion of daily, required discussion board posts (see below).
3. Completion of a Worker's Compensation Case Presentation Assignment.

DISCUSSION BOARD POSTING--ASSIGNMENT REQUIREMENTS

1. **SE DISTANCE LEARNING REQUIREMENTS STATE THAT ALL STUDENTS ENROLLED IN ONLINE COURSES ARE *REQUIRED* TO PARTICIPATE IN DISCUSSION BOARDS VIA BLACKBOARD. THEREFORE, ALL STUDENTS ENROLLED IN THE COURSE WILL BE REQUIRED TO COMPLETE *TWO* DISCUSSION POSTS PER WEEK, FOR EVERY WEEK INDICATED BY DR. NICK IN THE "ANNOUNCEMENTS" SECTION.**

    1) **EACH STUDENT MUST POST A DISCUSSION BOARD RESPONSE TO *ONE OTHER STUDENT'S DISCUSSION BOARD POST* (AT A MINIMUM) REGARDING THE CHOSEN TOPIC.**

    2) ***ALL DISCUSSION BOARD POSTS MUST BE COMPLETED IN ACCORDANCE WITH THE "DISCUSSION BOARD POST RUBRIC" (A RUBRIC IS A TABLE OF GRADING CRITERIA) POSTED IN THE "COURSE INFORMATION" SECTION*. Dr. Nick will evaluate all Discussion Board Posts utilizing this criteria. Posts not meeting this criteria WILL NOT BE ELIGIBLE FOR THE ENTIRE TWENTY POINTS OF DISCUSSION CREDIT FOR THE WEEK. Dr. Nick will pose as the FIRST "STUDENT" and make a comment about each week's topic. THE FIRST RESPONDING STUDENT WILL REPLY TO DR. NICK'S POST, AND ALL SUBSEQUENT STUDENTS WILL RESPOND TO OTHER STUDENT POSTS. ONLY ONE STUDENT PER WEEK IS REQUIRED TO RESPOND TO DR. NICK'S POST.**

3. **EACH STUDENT'S POSTS (TWO *TOTAL POSTS REQUIRED PER WEEK)* WILL BE WORTH A TOTAL OF 20 POINTS (MAXIMUM TOTAL OF 20 POINTS AVAILABLE PER WEEK).**

4. ***ALL DISCUSSION BOARD POSTS ARE REQUIRED TO BE A MINIMUM OF 250 WORDS IN LENGTH (SEE COURSE RUBRICS).***

APPROXIMATE TIME REQUIRED FOR INDIVIDUAL ACTIVITIES

Approximately 10-20 hours per week will be required for successful completion of course requirements. Read, read, and re-read directions and information carefully before emailing or calling for help. You will find most of your questions answered in the course syllabus and schedule.

EXPECTATIONS FOR COMMUNICATIONS

Check the course website every day, at least five days a week! You should also check your grades regularly and stay in touch with me concerning submitted assignments that are not reflected in your grades.

Email Address – You are required to use your SE student email address when using Blackboard. In addition, you are required to REGULARLY check your SE student email account. ***All email correspondence will be sent to your SE student email address****. Refer to the Blackboard login page for details about your SE student email address. Be sure to include your name in the body of every email you send to me.*

ACTIVITY AND OTHER ASSIGNMENT EXPECTATIONS

Instructions will be included in the Announcements for each activity.

-NOTES ON STUDENT PREPARATION-

♠ **A LACK OF PREPARATION ON YOUR PART DOES NOT CONSTITUTE AN "EMERGENCY" ON MY PART.**

♠ ***DO NOT* APPROACH DR. NICK (IN ANY WAY, SHAPE, OR FORM) DURING FINAL(S) WEEK, ATTEMPTING TO TURN IN ANY MATERIALS THAT WERE PREVIOUSLY ASSIGNED DURING THE COURSE. THIS IS EQUIVALENT TO ASKING FOR "SPECIAL TREATMENT" WHICH IS *EXTREMELY UNFAIR AND INSULTING* TO *BOTH* THE OTHER STUDENTS IN THE CLASS AND YOUR PROFESSOR. REQUESTS OF THIS TYPE WILL BE *DENIED AUTOMATICALLY*. YOUR PROFESSOR WILL THEN DETERMINE WHETHER OR NOT FURTHER ACTION SHOULD BE TAKEN AGAINST YOU. CONSIDER THIS FAIR WARNING REGARDING THIS ISSUE.**

GRADING

Points will be **averaged** (into each students' final grade point average for the course) utilizing the following SE grading system:

90-100= A
80-89 = B
70-79 = C
60-69 = D
< 59 = F

There will be ***no "curving" of grades or "dropping" of tests*** **regarding students' final course grades.** Each student earns the grade they achieve on their own recognizance. Approximately **600 TOTAL points** is attainable each semester. This total may change at any time during the semester, at the sole discretion of the Professor. Up to **200 ACTIVITY POINTS (included in the 600 total points)** will be made available for students at various times during the semester. **These points will be made available through the numerous activities completed for the class. ALL CLASS ACTIVITIES ARE REQUIRED FOR THE COURSE. The number of activity points that a student may receive are based upon (1) whether or not the student participates in each activity that is**

presented; and (2) the number of activities offered each semester. The number of activities offered per semester will be based on the sole discretion of the Professor. **Points attained for all exams, activities, and discussion board posts will be compiled into each student's final point total at the end of the semester.** These points will then be calculated into averages within the grading system mentioned above.

UNIVERSITY AND SCHOOL POLICIES

-STUDENT PRIVACY-

SEE THE SE WEBSITE AT http://www.se.edu/academics/general-information/students-rights/ FOR **ALL POLICIES** REGARDING STUDENT PRIVACY.

ACADEMIC INTEGRITY

SEE THE SE WEBSITE AT http://www.se.edu/business-office/documents/student-handbook.pdf FOR **ALL SPECIFIC SE POLICIES REGARDING** STUDENT PRIVACY.

All students begin this course with an "A" average. It is the student's responsibility to maintain this average.

***ANY* STUDENT CAUGHT CHEATING IN *ANY MANNER* ON *ANY ASSIGNMENT OR THE EXAM* WILL RECEIVE ONE OF THE FOLLOWING PENALTIES, BOTH OF WHICH ARE APPLIED AT THE SOLE DISCRETION OF THE PROFESSOR:**

-A ZERO (0) SCORE FOR THAT EXAM OR ASSIGNMENT

-POSSIBLE EXPULSION FROM CLASS

THERE WILL BE *NO EXCEPTIONS* TO THIS RULE.

Your Professor utilizes a "**three strikes and you are out**" policy **regarding attendance, the project and assignments.** On a student's third offense, appropriate disciplinary action will be taken. This policy **APPLIES TO "MAKE-UP" EXAMS, AND ASSIGNMENTS; EXCUSED OR UNEXCUSED.** For example, if a student **reschedules a test three times** with the Professor, **and misses each appointment,** the student **AUTOMATICALLY FORFEITS THAT TEST GRADE**. **NO EXCEPTIONS.**

There is a Zero-Tolerance Policy concerning Plagiarism and/or duplication of another individual's work. Besides making you feel horrible, you will receive a zero and the policy will be enforced under the guidelines of the Academic Honesty Policy for the University. Students are expected to work individually and turn in their own work. Any violation of academic honesty will be reported to the Office of Student Affairs. The policies regarding academic misconduct are set forth in the institution's Student Code of Responsibilities and Conduct.

SEE "COURSE INFORMATION" SECTION FOR FURTHER INFORMATION.

ACCOMODATIONS FOR STUDENTS WITH DISABILITIES

1. Counseling Center: Any student experiencing mental or emotional issues who desires free, confidential, clinical counseling is encouraged to contact the SE Counseling Center at (580) 745-2988 to schedule an appointment during normal working hours Monday-Friday, 8:00AM to 5:00PM. For after-hours mental health emergencies, please call SE Campus Police at (580) 745-2911 or the Mental Health Crisis Hotline at 1- (800) 522-1090.

2. Disability Accommodations: Any student needing special accommodations due to a disability should contact the Office of Compliance and Safety, Administration Building, Suite 311 or call (580) 745-3090 (TDD# 745–2704). It is the

responsibility of each student who anticipates or experiences barriers to their academic experience to make an official request for disability related accommodations in a timely manner.

3. Equity and Non-Discrimination Statement: Southeastern Oklahoma State University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, sexual orientation, gender identity, or status as a veteran in any of its policies, practices, procedures, or programs. This includes, but is not limited to: admissions, employment, financial aid, and educational services. Inquiries regarding non-discrimination and equity policies may be directed to: Michael Davis, Director of Compliance and Safety & Title IX Coordinator, (580) 745-3090, or mdavis@se.edu.

OTHER UNIVERSITY AND/OR SCHOOL POLICIES

-COURSE WITHDRAWAL-

The student is responsible for knowing University policy concerning the withdrawal process and dates. Until such time as the Professor is presented with official withdrawal notification, the student **will be enrolled and accountable for all class activity.**

ATTENTION: ON-CAMPUS, SE STUDENT ATHLETES

If you are required to miss a particular date where course materials, exams, or assignments were made available to students, EMAIL OR MEET WITH DR. NICK *FOLLOWING* THE GAME/EVENT DATE IN QUESTION. ARRANGEMENTS WILL BE MADE AT THAT TIME FOR YOU TO SUBSEQUENTLY "MAKE-UP"ANY REQUIRED MATERIALS (IN CONJUNCTION WITH THE REQUIREMENTS LISTED IN THIS SYLLABUS, AND THE COACH(ES) FOR THE ATHLETIC TEAM IN QUESTION.

*****IT WILL BE EACH ATHLETE'S INDIVIDUAL RESPONSIBILITY TO CONFER WITH THE PROFESSOR, AND "MAKE-UP" ANY MISSED ASSIGNMENTS, ACTIVITIES, EXAMS OR COURSE MATERIALS.*****

THIS OPPORTUNITY TO "MAKE-UP" MISSED ASSIGNMENTS, EXAMS OR ACTIVITIES *WILL ONLY BE MADE AVAILABLE TO THOSE ATHLETES WHO CAN PRESENT PROPER DOCUMENTATION TO THE PROFESSOR THAT A GAME/ EVENT ACTUALLY TOOK PLACE* (IN THE FORM OF A COACH'S NOTE, TEAM SCHEDULE, ETC.). *ALL MAKEUP WORK AND ATHLETIC EXCUSES (SCHEDULED GAMES, ETC.) MUST BE DISCUSSED IN THE PROFESSOR'S OFFICE OR VIA EMAIL—NOT DURING OFFICIAL CLASS MEETING TIME*. *ABSOLUTELY* NO EXCEPTIONS TO THESE RULES WILL BE MADE.

DR. NICK RESERVES THE RIGHT TO ALTER ANY OF THE POLICIES OR REQUIREMENTS LISTED IN THIS SYLLABUS AT ANY TIME, IN ORDER TO FACILITATE A MORE EFFECTIVE DELIVERY OF THE SUBJECT MATTER.

FINAL NOTES ON GENERAL CLASS FUNCTION

THIS COURSE WILL BE TAUGHT BY MY DESIGN. THIS DESIGN FALLS UNDER THE ACADEMIC FREEDOM PROVISION FOR SE FACULTY. THIS COURSE IS NOT REQUIRED TO "MIMIC" ANY OTHER BLACKBOARD COURSE FORMAT. DO NOT QUESTION ME ON THIS ISSUE.

Assignments are posted for the dates listed in the Announcements section, and for those dates only. ***DO NOT ASK FOR ASSIGNMENTS TO BE RE-POSTED, AS I WILL MAKE THIS DETERMINATION IN CONJUNCTION WITH SE COMPUTER SERVICES AND SE ATTENDANCE POLICIES.***

From time to time, you may see Assignments or Exams posted in the Assignments section that the class actually completed long ago. When these course materials appear, ***do not attempt to complete them unless you have spoken directly with Dr. Nick. These course materials have been posted ONLY for students who have excused absences that have been cleared and confirmed by Dr. Nick***. ***ONLY THESE TYPES OF STUDENTS ARE ALLOWED TO 'MAKE-UP' THESE* ASSIGNMENTS. It is in each student's best interest *NOT TO CONTACT DR. NICK* and request to complete these materials, if they do not have a "bona fide" excuse.** Policies regarding excused absences may be found in the course syllabus.

DO NOT EMAIL ASSIGNMENTS TO DR. NICK'S SE ACCOUNT. ASSIGNMENTS SENT TO THIS ADDRESS WILL BE REJECTED, AND STUDENTS WILL NOT RECEIVE CREDIT IN THE COURSE FOR THAT ASSIGNMENT.

Due to the large number of students enrolled in this course, **Dr. Nick will not email every student, each time that they email him.** I will email students ***ONE AT A TIME, IN TURN, AS MY SCHEDULE PERMITS***.

THERE WILL BE AN APPROXIMATE TWO TO THREE DAY DELAY IN DR. NICK'S GRADING OF ASSIGNMENTS. Once Assignments are submitted by students, I will grade each Assignment ***ONE AT A TIME, IN TURN, AS MY SCHEDULE PERMITS***.

WHEN YOU SEE A RED EXCLIMATION POINT (!) LISTED IN YOUR GRADES FOR THE COURSE, THIS INDICATES THAT DR. NICK HAS NOT YET GRADED THE ASSIGNMENT, ACTIVITY, OR EXAM IN QUESTION. HE WILL GET TO IT AS SOON AS HIS SCHEDULE PERMITS.

DO NOT EMAIL DR. NICK REGARDING ASSIGNMENTS, ACTIVITIES, OR EXAMS THAT ARE SHOWING AN EXCLAMATION POINT IN THE GRADEBOOK. IF YOU ARE CONCERNED AS TO WHETHER OR NOT DR. NICK HAS RECEIVED YOUR ASSIGNMENT, ALWAYS CHECK YOUR GRADEBOOK FOR THE COURSE FIRST. THIS IS HOW TO DISCOVER THE STATUS OF A PARTICULAR GRADE WITH WHICH YOU ARE CONCERNED.

TOPICAL OUTLINE

This outline may be changed at any time at the discretion of the Professor.

1. Occupational Safety and Health Act
2. The Rulemaking Process
3. The Duty To Comply
4. The General Duty Clause
5. Recordkeeping
6. Employers' and Employees' Rights
7. Refusal to Work and Whistleblower Protection
8. Hazard Communication and Employee Right-To-Know
9. Self-Audits
10. Inspections
11. Contesting Citations and Penalties
12. Criminal Enforcement of Violations
13. Judicial Review of Enforcement Actions
14. Imminent Dangers Inspections
15. State Plans

Your viewing/printing of this information constitutes your agreement to the course syllabus, and guidelines for the course set forth in this document. Your viewing of this document has been automatically recorded by the SE Blackboard System.