



Rotman Commerce UNIVERSITY OF TORONTO

Course Outline

RSM 325H1S

Legal Environment of Business II

Winter 2024

Course Meets: –Thursday 7:00-9:00pm / WO

Instructor: Jaclyn Seidman
E-Mail: jseidman@goodmans.ca
Webpage: <https://q.utoronto.ca>
Office Hours: By appointment
Teaching Assistant: Dan Poliwoda; danpoliwoda@gmail.com

Course Description and Objectives

This course builds on the legal principles developed in Legal I and canvasses other areas of law that impact a business entity. The course deals with agency law, employment law and other relevant business related topics, including the *Personal Property Security Act* and the rights of the secured creditor. [24L]

Prerequisite: RSM225H1

Course Objectives

The course is designed to provide students with a basic working understanding of various elements of Canadian "business law". The course will canvas a variety of legal topics that were not covered in RSM 225. As RSM is a prerequisite course, **it is expected that students will be familiar** with business entity law, contract and tort law and will be in a position to integrate this legal knowledge into other areas of law, such as employment law.

The course is designed to be "general" in nature and consequently provides students with an overview of several topics. We anticipate that the course will provide a relevant legal background that will enable students to function more effectively in a commercial environment (e.g. accounting, banking, marketing, not-for-profit etc.).

Required Texts

- Smyth, Soberman & Easson, , **The Law and Business Administration in Canada**, 15th. edition (2020) – Pearson Education. [SSE] ;

- Students will be required to obtain various Ontario Statutes during the term from the Province of Ontario Website <http://www.e-laws.gov.on.ca/tocStatutes E.asp?lang=en>

Determination of Grades:

▪ Term test (February 16, 2023)	35%*
▪ Assignment**	10%
▪ Active Participation	5%
▪ Final Examination	<u>50%</u>
	100%

* There is no additional class during the week in which the term test is held.

** One assignment will be issued in the latter part of the course.

Requirements and Criteria

Mid-Term Test

Conflicts with respect to the term test time must be discussed with the instructor within the first three classes.

Assignment(s)

1. The assignment must be handed in at the beginning of class when due. **Late submissions will be penalized a deduction of 20% for each day, including the day required for submission.**
2. The assignment will be provided in class. One assignment will be issued after the mid-term. Details with respect to the assignment will be detailed on the actual assignment or discussed in-class. The assignment must be completed in a group.

If an assignment due date is missed for medical reasons and the documentation procedures have been satisfied, this component of the assessment may be modified, substituted or amended at the instructor's discretion.

Learning to work together in teams is a crucial transferrable skill you will use not only in your coursework, but also in your future careers. Support is available if you encounter common teamwork challenges such as:

- Team members feeling left out of the team.
- Team members not responding in a timely manner to communication.
- Division or quality of work among team members being unequal or unfair.

Consult the [Centre for Professional Skills Teamwork Resources page](#) for tips, strategies, and best practices. You can also [book an appointment with a teamwork mentor](#) through the RC Centre for Professional Skills Writing Centre. Teamwork mentors can help you resolve or mitigate conflict, strategize on planning, or improve team communication.

If you are a student registered with Accessibility Services, and extensions are one of your academic accommodations, consult with your Accessibility Advisor about the teamwork in this course.

POLICY AND PROCEDURE

Missed Tests and Assignments (including midterm)

Students who miss a test or assignment for reasons entirely beyond their control (e.g. illness) may request special consideration **within 2 business days** of the missed midterm/test/assignment due date.

In such cases, students must:

1. Complete the Request for Special Consideration form: <https://uoft.me/RSMConsideration>
2. Provide documentation to support the request, eg. Absence Declaration from [ACORN](#), medical note etc.

Please note: As of September 2023, students may use the Absence Declaration on ACORN ***one time per term*** to report an absence and request consideration. **Any subsequent absence will require a [Verification of Illness form](#) or other similar relevant documentation.**

Students who do not submit their requests and documentation within 2 days may receive a grade of 0 (zero) on the missed course deliverable.

Midterm Make-up essay	10%
Midterm (submitted as an assignment)	10%
Assignment	15%
Final exam	65%
TOTAL	<u>100%</u>

Remarking requests for term tests & assignments

Requests to have mid-term tests and assignments remarked will be considered if the following conditions are met:

- a) the test/assignment is submitted to the instructor no later than two weeks after the marked test/assignment has been returned to the student;
- b) the student submits with his request a written explanation as to why and where (s)he believes (s)he is entitled to more marks; and
- c) the instructor has no reason to believe the student has made any changes subsequent to the test/assignment being returned.

Students should be aware of the following:

- Several tests/assignments are randomly photocopied before being returned,
- Items submitted for remarking may be remarked in their entirety and the mark awarded may increase, decrease, or remain the same.

Commitment to Accessibility

The University is committed to inclusivity and accessibility, and strives to provide support for, and facilitate the accommodation of, individuals with disabilities so that all may share the same level of access to opportunities and activities offered at the University.

If you require accommodations for a temporary or ongoing disability or health concern, or have any accessibility concerns about the course, the classroom or course materials, please [email Accessibility Services](#) or [visit the Accessibility Services website for more information](#) as soon as possible. Obtaining your accommodation letter may take up to several weeks, so get in touch with them as soon as possible. If you have general questions or concerns about the accessibility of this course, you are encouraged to reach out to your instructor, course coordinator, or Accessibility Services.

Academic Integrity

Academic Integrity is a fundamental value essential to the pursuit of learning and scholarships at the University of Toronto. Participating honestly, respectfully, responsibly, and fairly in this academic community ensures that the UofT degree that you earn will continue to be valued and respected as a true signifier of a student's individual work and academic achievement. As a result, the University treats cases of academic misconduct very seriously.

The University of Toronto's Code of Behaviour on Academic Matters

<http://www.governingcouncil.utoronto.ca/policies/behaveac.htm> outlines the behaviours that constitute academic misconduct, the process for addressing academic offences, and the penalties that may be imposed. You are expected to be familiar with the contents of this document. Potential offences include, but are not limited to:

In papers and assignments:

- Using someone else's ideas or words without appropriate acknowledgement.
- Submitting your own work in more than one course without the permission of the instructor.
- Making up sources or facts.
- Obtaining or providing unauthorized assistance on any assignment (this includes collaborating with others on assignments that are supposed to be completed individually).

On test and exams:

- Using or possessing any unauthorized aid, including a cell phone.
- Looking at someone else's answers
- Misrepresenting your identity.
- Submitting an altered test for re-grading.

Misrepresentation:

- Falsifying institutional documents or grades.
- Falsifying or altering any documentation required by the University, including (but not limited to), medical notes.

All suspected cases of academic dishonesty will be investigated by the following procedures outlined in the *Code of Behaviour on Academic Matters*. If you have any question about what is

or not is permitted in the course, please do not hesitate to contact the course instructor. If you have any questions about appropriate research and citation methods, you are expected to seek out additional information from the instructor or other UofT resources such as College Writing Centres or the Academic Success Centre.

Email

At times, the course instructor may decide to communicate important course information by email. As such, all UofT students are required to have a valid UTmail+ email address. You are responsible for ensuring that your UTmail+ email address is set up AND properly entered on the ROSI system. For more information please visit <http://help.ic.utoronto.ca/category/3/utmail.html>

Forwarding your utoronto.ca email to a Hotmail, Gmail, Yahoo or other type of email account is not advisable. In some cases, messages from utoronto.ca addresses sent to Hotmail, Gmail or Yahoo accounts are filtered as junk mail, which means that important messages from your course instructor may end up in your spam or junk mail folder.

Quercus and the Course Page

The online course page for this course is accessed through Quercus. To access the course page, go to g.utoronto.ca and log in using your UTORid and password. Once you have logged in, you will be at the Quercus Dashboard. On this page you will see all of the courses you are presently enrolled in. If you don't see the course listed here but you are properly registered for the course in ROSI, wait 48 hours.

Recording Lectures

Lectures and course materials prepared by the instructor are considered by the University to be an instructor's intellectual property covered by the Canadian Copyright Act. Students wishing to record a lecture or other course material in any way are required to ask the instructor's explicit permission, and may not do so unless permission is granted (note: students who have been previously granted permission to record lectures as an accommodation for a disability are, of course, excepted). This includes tape recording, filming, photographing PowerPoint slides, Blackboard materials, etc.

If permission is granted by the instructor (or via Accessibility Services), it is intended for the individual student's own study purposes and does not include permission to "publish" them in anyway. It is absolutely forbidden for a student to publish an instructor's notes to a website or sell them in any other form without formal permission.

Standard of Conduct in this Course

Since this course is part of a degree designed to give you a broad understanding of the world of business, we aim to run the course in a way which will be consistent with the world of business - where many of you will spend your working lives. We strive to provide accurate information, quality materials and good service, consistent with our obligations to maintain the high academic standards of the Department of Management at the University of Toronto at Mississauga

In return we expect that you will conduct yourself in a way that prepares you for the world of work.

1. We start on time, so please do not arrive late and disrupt others.
2. Leaving class early is also disruptive to your colleagues and will not be permitted unless you have made prior arrangements with the instructor.

3. Turn off your cell phone, pager, and watch alarm.
4. Keep up to date. Make sure that you know the class schedule. Check on the course web page for updates and posted materials.
5. During the class, respect the learning opportunities of others. Don't distract others by chatting to your neighbour. Our hope is that you will not only contribute in class to your own learning, but also to that of others.

PLEASE BE AWARE OF THE LAST DAY TO DROP THE COURSE WITHOUT PENALTY – REFER TO THE FACULTY OF ARTS AND SCIENCE COURSE CALENDAR

DETAILED COURSE OUTLINE -

January 11, 2024 - Class One

Agency and Franchising

Basic concepts, application and responsibilities

Readings: SSE - Chapter 17

January 18, 2024 - Class Two

Employment Law

Overview of the law governing employment including wrongful dismissal.

Readings: SSE - Chapter 18

Selected Extracts: - *Employment Standards Act*
- *Human Rights Code*

January 25, 2023 - Class Three

Intellectual Property

Trademarks, patents, trade secrets and other intellectual property

Readings: SSE - Chapter 20

February 1, 2023 - Class Four

Secured Transactions – Part 1

The nature of being a secured creditor.
Security Agreements
Overview of the PPSA.

Readings: SSE - Chapter 28

Selected extracts - *Personal Property Security Act*

February 8, 2023 – Class Five

Secured Transactions – Part 2

Creditors' Rights

An overview of elements of the *Bankruptcy and Insolvency Act*

Readings: SSE - Chapter 29 (as directed)

February 15, 2023 – Class Six

MIDTERM

February 29, 2023 - Class Seven

Charter of Rights and Constitution

Readings: SSE - Chapter 1
Handout

March 7, 2023 - Class Eight

Real Property Law and Mortgages

Overview of the law dealing with interests in land and related mortgages

Readings: SSE - Chapter 21 and 23

March 14, 2023 - Class Nine

Administrative Process

Fairness and natural justice in the administrative process - overview of administrative law;

Readings: Class handout
Extracts: Statutory Powers and Procedures Act

March 21, 2023 - Class Ten

Government Regulation – Competition Law
Government Regulation - Consumer Protection Legislation
Government Regulation – International Business

Protection for the buyer and remedies for the seller.

Readings: SSE - Chapter 30 and 31
Selected Extracts - *Sales of Goods Act*
- *Consumer Protection Act*
- *Extracts – Competition Act (RSC)*

March 28, 2023 - Class Eleven

Remedies for Breach

General review of the nature of damages and remedies.

Readings: SSE - Chapter 13

April 4, 2023 Class Twelve

*Insurance
Landlord and Tenant*

Readings: SSE - Chapter 16 and 22

Possible topics:

Electronic Commerce or alternate topic assigned in class. (Instructor to advise)

Readings: SSE – Chapter 32

Please Note: The last day to drop this course without academic penalty is March 11, 2024.

Other Useful Links

- [Become a volunteer note taker](#)
- [Accessibility Services Note Taking Support](#)
- [Credit / No-Credit in RSM courses](#)
- [Rotman Commerce Academic Support](#)

URL links for print

- Request for Special Consideration Form: <https://rotmancommerce.utoronto.ca/current-students/forms-requests-and-appeals/forms/>
- ACORN: <http://www.acorn.utoronto.ca/>
- Email Accessibility Services: accessibility.services@utoronto.ca
- Accessibility Services website: <http://studentlife.utoronto.ca/as>
- University's Plagiarism Detection Tool FAQ: <https://uoft.me/pdt-faq>
- The University of Toronto's Code of Behaviour on Academic Matters: <http://www.governingcouncil.utoronto.ca/policies/behaveac.htm>
- Information Commons Help Desk: <http://help.ic.utoronto.ca/category/3/utmail.html>
- Become a volunteer note taker: <https://studentlife.utoronto.ca/program/volunteer-note-taking/>
- Accessibility Services Note Taking Support: <https://studentlife.utoronto.ca/service/note-taking-support/>
- Credit / No-Credit in RSM courses: <https://rotmancommerce.utoronto.ca/current-students/degree-requirements/credit-no-credit-option/>
- Rotman Commerce Academic Support: <https://rotmancommerce.utoronto.ca/current-students/academic-support/>
- Book an appointment with a writing or presentation coach: <http://uoft.me/writingcentres>
- Writing and Presentation Coaching academic support page: <https://rotmancommerce.utoronto.ca/current-students/academic-support/writing-and-presentation-coaching/>
- Centre for Professional Skills Teamwork Resources page: <https://rotmancommerce.utoronto.ca/teamwork-resources>
- Book an appointment with a Teamwork Mentor: <http://uoft.me/writingcentres>