

Course Outline

Course Code	RSM 325H1S
Course Name	Legal Environment of Business II
Term, Year	Winter, 2025
Course Meets	Thursday 7:00-9:00pm
Web page URL	https://q.utoronto.ca

Instructor and Teaching Assistant Details

Name	Email	Phone	Office Hours
Jaclyn Seidman	jseidman@goodmans.ca	416-849-6911	By appointment

Course Description

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]

Learning Outcomes

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 RSM225 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.).

Course Prerequisites

- RSM 225

Course Materials

Required Readings

- 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

Evaluation and Grades

Grades are a measure of the knowledge and skills developed by a student within individual courses. Each student will receive a grade on the basis of how well they have command of the course materials, skills and learning objectives of the course.

Work	Percentage of grade	Due Date
Class Participation	5%	Ongoing
Mid-Term Test *	35%	February 13, 2025
Assignment **	10%	As assigned in class
Final Examination	50%	TBD

* 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.

Course Format and Expectations

Writing Assignments

The Assignment is intended to help you develop your communication skills. How well you communicate your ideas, in writing or orally, will be considered in the evaluation of the assignment. In your written assignments, you should aim for clarity, strong organization, concision, professionalism, and correct grammar. Sources, whether in written or presentation assignments, should always be correctly attributed.

Support is available through the RC Centre for Professional Skills (CPS) for students who would like help or feedback on their writing or speaking (presentations). CPS offers both individual and group appointments with trained writing instructors and presentation coaches who are familiar with the RC program and common types of business assignments. You can also access your college Writing Centres for help with written assignments.

You can book an appointment with a writing or presentation coach through the RC Centre for Professional Skills Writing Centre. For more information about writing centres, student supports, and study resources, see the [Writing and Presentation Coaching academic support page](#).

Group Assignments

The Assignment requires students to work in teams of 2. 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.

Class Participation

Students are expected to prepare thoroughly and make every effort to attend every class. As class participation is a graded component of the course, students will be evaluated on the following:

- Attendance
- Thoughtful responses
- Understanding and analysis of topic
- Idea generation
- Promoting further discussion
- Respectful active listening
- Attentiveness

While attendance is necessary for students to participate in class discussions, attendance on its own will not result in a high participation grade. Students must actively contribute and participate by exhibiting the components listed above.

Missed Midterm Test

Students who miss the midterm test 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>

Final Exams: If you miss the final exam in this course for a legitimate reason (illness, etc) you will need to contact your College Registrar to file a petition for a deferred exam. This deferred exam will be written at a later date as established by the Faculty of Arts & Science. Instructions can be found here: <https://www.artsci.utoronto.ca/current/faculty-registrar/petitions-appeals/preparing-petition>

Late Assignments

All assignments are due on the date and at the time specified in Quercus. Late submissions will normally be penalized by 20% if the assignment is not received on the specified date, at the specified time. A further penalty of 20% will be applied to each subsequent day.

Statement on Equity, Diversity and Inclusion

The University of Toronto is committed to equity, human rights and respect for diversity. All members of the learning environment in this course should strive to create an atmosphere of mutual respect where all members of our community can express themselves, engage with each other, and respect one another's differences. U of T does not condone discrimination or harassment against any persons or communities.

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.

Generative AI / ChatGPT

The use of generative artificial intelligence tools or apps for assignments (or any course deliverable) in this course, including tools like ChatGPT and other AI writing or coding assistants, is prohibited. The knowing use of generative artificial intelligence tools, including ChatGPT and other AI writing and coding assistants, for the completion of, or to support the completion of, an examination, term test, assignment, or any other form of academic assessment, may be considered an academic offense in this course.

For greater certainty, representing as one's own an idea, or expression of an idea, that was AI-generated may be considered an academic offense in this course. Students may not copy or paraphrase from any generative artificial intelligence applications, including ChatGPT and other AI writing and coding assistants, for the purpose of completing assignments in this course.

This course policy is designed to promote your learning and intellectual development and to help you reach course learning outcomes.

Academic Integrity

Academic Integrity is a fundamental value essential to the pursuit of learning and scholarship at the University of Toronto. Participating honestly, respectfully, responsibly, and fairly in this academic community ensures that the U of T 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](#) 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 procedures outlined in the [Code of Behaviour on Academic Matters](#). If you have any questions about what is or is not 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 U of T or RC resources such as the RC Centre for Professional Skills, the 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 U of T 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 ACORN. For more information visit the [Information Commons Help Desk](#).

Forwarding your utoronto.ca email to a Gmail or other type of email account is not advisable. In some cases, messages from utoronto.ca addresses sent to Gmail 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.

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. Students who have been previously granted permission to record lectures as an accommodation for a disability are excepted. This includes tape recording, filming, photographing PowerPoint slides, Quercus materials, etc.

If permission for recording 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 any way. It is forbidden for a student to publish an instructor's notes to a website or sell them in any other form without formal permission.

Weekly Schedule

January 9, 2025 - Class One

Agency and Franchising

Basic concepts, application and responsibilities

Readings: SSE - Chapter 17

January 16, 2025 - 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 23, 2025 - Class Three

Intellectual Property

Trademarks, patents, trade secrets and other intellectual property

Readings: SSE - Chapter 20

January 30, 2025 - 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 6, 2025 – 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 13, 2025 – Class Six

MIDTERM

February 27, 2025 - Class Seven

Charter of Rights and Constitution

Readings: SSE - Chapter 1
Handout

March 6, 2025 - Class Eight

Administrative Process

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

Readings: Class handout
Extracts: Statutory Powers and Procedures Act

March 13, 2025 - Class Nine

Real Property Law and Mortgages

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

Readings: SSE - Chapter 21 and 23

March 20, 2025 - 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 27, 2025 - Class Eleven

Remedies for Breach

General review of the nature of damages and remedies.

Readings: SSE - Chapter 13

April 3, 2025 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 10, 2025.

Other Useful Links

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

URL links for print

- 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>