Career-Technical Credit Transfer (CT)²
Legal Environment of Business Career-Technical Assurance Guide (CTAG)
August 17, 2023

Introduction

The following programs/courses, indicated by a Career-Technical Articulation Number (CTAN), are eligible for transfer among Ohio's Public Secondary (CT)2 approved programs/courses and state institutions of higher education. This document presents the course in this CTAG:

CTBU004 Legal Environment of Business

This CTAN identifies the learning outcomes that are equivalent or common in introductory technical courses. For students to receive credit under these agreements, the career-technical programs and the state institutions of higher education must document that their course/program content matches the learning outcomes in the CTANs. In accordance with Ohio Revised Code 3333.162, industry standards and certifications provide documentation of student learning.

Accessing Credit

Students that have met the requirements for credit for each CTAN will appear in the CTAV system that public colleges and universities access to award credit. Institutions must have the student's permission to officially post the CTAG to their transcript. Students can grant this permission as part of the WebXam. If a student did not grant permission as part of the WebXam, they will still need to confirm with colleges and universities that they want credit for the CTAG course.

Institutional Approval

Secondary: Secondary institutions must have pathway approval from the Ohio Department of Education. Certificate of Affirmation assurances are now incorporated into the CTE-26 application process.

Colleges/Universities: Postsecondary institutions must submit course through CEMS for review and approval by a faculty panel.

CTBU004 Legal Environment of Business	Credits: 3 Semester Hours

Course Description: This is a course of study in the legal environment in which businesses operate.

Requirements for Credit:

- Successfully complete ODE secondary course **Legal Environment of Business (142010)** and earn a qualifying score on the corresponding End-of Course examination.
- Within 3 years after completing the approved secondary program, matriculate in an institution of higher education with an approved or comparable program**.**

This course aligns to the TAG Legal Environment of Business OBU004.

Learning Outcome Alignment

All learning outcomes that are considered essential are marked with an asterisk.*

Post-Secondary Learning Outcomes The student will be able to:	Competencies in ODE Career Field Technical Content Standards
1. *Familiarity with legal language and concepts as they relate to business. a. The nature of law and sources of law in the United States* b. The structure and procedures of the legal system of the United States and Alternative Dispute Resolution (ADR)* c. The basic torts relating to business enterprises* d. Different types of contracts and the requirements for a binding legal agreement* e. The importance of property in the legal environment of business*	1.3.1. Analyze how regulatory compliance affects business operations and organizational performance. 1.3.3. Use ethical character traits consistent with workplace standards (e.g., honesty, personal integrity, compassion, justice). 1.3.4. Identify how federal and state consumer protection laws affect products and services. 1.3.5. Access and implement safety compliance measures (e.g., quality assurance information, safety data sheets [SDSs], product safety data sheets [PSDSs], United States Environmental Protection Agency [EPA], United States Occupational Safety and Health Administration [OSHA]) that contribute to the continuous improvement of the organization. 1.3.6. Identify deceptive practices (e.g., bait and switch, identity theft, unlawful door-to-door sales, deceptive service estimates, fraudulent). 1.3.7. Identify the labor laws that affect employment and the consequences of noncompliance for both employee and employer (e.g., harassment, labor, employment, employment interview, testing, minor labor laws, Americans with Disabilities Act, Fair Labor Standards Acts, Equal Employment Opportunity Commission [EEOC]).

f. Employment Relationship and Employment Discrimination* g. Debtor—Creditor Relationships h. Agency (no match) i. Forms of Business Organizations j. Environmental Law k. Antitrust Law (no match) l. Securities Regulation (no match) m. Consumer Protection n International Business Law o. Sales Law p. Ethical Behavior, Stakeholder vs Shareholder Theory, and Social Responsibility	1.3.8. Verify compliance with computer and intellectual property laws and regulations. 1.3.9. Identify potential conflicts of interest (e.g., personal gain, project bidding) between personal, organizational, and professional ethical standards. 1.6.4. Identify types of businesses, ownership, and entities (i.e., individual proprietorships, partnerships, corporations, cooperatives, public, private, profit, not-for-profit). 1.6.5. Describe organizational structure, chain of command, the roles and responsibilities of the organizational departments and interdepartmental interactions. 1.6.12. Describe classifications of some employee benefits, rights, deductions, and compensations. 1.7.1. Compare and contrast the four types of business ownership (i.e., individual proprietorships, partnerships, corporations, cooperatives). 1.7.13. Protect intellectual property and knowledge (e.g., copyright, patent, trademark, trade secrets, processes). 1.9.4. Identify credit types and their uses in order to establish credit. 1.9.5. Identify ways to avoid or correct debt problems (e.g., collection agency payments and post-collection agency. 1.11.9. Describe how laws and regulations influence domestic and international trade. 2.2.6. Determine the relationship between government and business, identify government agencies that facilitate trade, and describe the impact of government regulations on business activities. 2.2.10. Explain reasons that labor unions form, analyze their impact on business, and describe types of negotiation strategies used in the collective bargaining process. 3.1.5. Describe the importance of maintaining confidentiality and security of customer information. 4.1.2. Describe the impact of governmental and self-regulatory agency requirements on the structure, focus and cost of enterprise risk management. 4.2.2. Explain the difference between an offeror and offeree, as it relates to a contract. 4.2.3. Identify the components of a legally enforceable contract (e.g., offer, acceptance, consideration, legality, capacity, consent, writing [if applicable]). 4.2.4. Determine if a contract contains all of the necessary components to be legally enforceable. 4.2.10. Describe options available to resolve breach of contract to reduce business loss (e.g., renegotiation of terms, settlement). 4.2.11. Explain factors to consider (Mirror Image Rule, Uniform Commercial Code [UCC], clickwrap and browser wrap agreements) when evaluating offers. 4.2.12. Explain how a contract terminates. 4.2.13. Identify the remedies (e.g., expectation interest, reliance interest, restitution, specific performance) available to the offeror and offoree.

	4.2.14. Identify the different types of damages (e.g., direct, consequential, incidental, liquidated) available to the offeror and offoree. 4.2.15. Explain how businesses mitigate and liquidate damages. 4.3.1. Describe need for compliance standards and potential penalties for noncompliance. 4.3.2. Explain the impact of compliance requirements on business structure, activities, products, services, and pricing. 4.3.7. Discuss methods for documenting adherence to compliance policies and procedures. 4.4.1. Distinguish between secured and unsecured creditors. 4.4.4. Explain businesses' responsibility for product safety and identify product liability issues and the applicable laws and regulations. 4.4.5. Describe advertising laws and regulations in digital and brick-and-mortar business environments. 4.4.6. Describe the purpose of employment laws and workplace regulations (e.g., OSHA, ADA, FMLA, NLRA, Title VII, OFCCP, Minor Labor Laws, FLSA and related state laws). 4.4.8. Explain retirement plans, and pension and profit-sharing laws (e.g., Employee Retirement Income Security Act [ERISA]). 4.4.9. Describe how tax regulations and tax reporting requirements impact businesses. 4.4.11. Identify the characteristics and process differences that distinguish commercial real estate settlement from residential real estate settlement. 4.4.12. Describe legal documents relating to the purchase, sale and lease of residential property, insurance requirements, and residential real estate settlement procedures. 4.4.13. Identify the duties of landlords and tenants. 4.4.14. Describe forms of bankruptcy and explain the impact of these proceedings on business. 4.5.6. Identify interrelationships among cases, statutes, regulations, and other legal authorities; and apply a recognized legal authority to specific factual situation(s). 4.6.1. Compare and contrast ethical challenges across industry sectors, global markets, nonprofit and for-profit organizations, and business activities. 4.6.2. Describe the purpose of corporate social responsibility policies and practices, and their impact on business activities. 4.6.3. Identify factors that impact the social responsibility policies implemented by businesses (e.g., national and state and local regulations, market or customer trends, profit considerations). 4.6.5. Differentiate ways in which businesses exhibit corporate social responsibility across industry sectors. 4.7.1. Explain the role and function of governance structures and their impact on business objectives.

	4.8.1. Describe the role of the state and U.S. constitutions in business law, sources of law in the United States and the role of the U.S. judicial system. 4.8.2. Distinguish among types of law (e.g., criminal, civil, administrative), and explain their major functions. 4.8.3. Differentiate between criminal and civil law procedures (e.g., filing activities, civil litigation, criminal prosecution, settlement, appeals). 4.8.4. Explain the functions performed by officials in the court system. 4.8.7. Describe how the legal environment of business is affected by the civil infrastructure (e.g., torts, contracts, legal agreements, administrative regulations) of the United States. 4.8.8. Distinguish among types of torts (i.e., intentional, negligence and strict liability), and explain the impact of tort law on business. 4.8.9. Describe legal issues affecting businesses and the impact of government regulations and regulatory agencies on businesses. 4.8.10. Identify factors impacting the options available to settle a legal matter (e.g., contract terms, statutory requirements, legal precedents, evidence). 4.8.11. Identify requirements needed for an enforceable contract, and differentiate among types of contracts (e.g., oral, written, implied, transferable, nontransferable). 4.8.12. Determine the rights of parties in a contract, how the contract can be discharged and what actions can occur with a breach of contract. 4.8.13. Explain the methods of alternative dispute resolution (ADR) businesses can use to avoid or resolve litigation. 4.8.14. Explain the importance of property in the legal environment of business; and describe how ownership rights are acquired, held, and transferred. 4.8.15. Identify areas of law relevant to a particular situation. 4.8.16. Define statute of limitations and explain how it differs based on situational circumstances (e.g., jurisdiction, application in civil and criminal law, offense, claim, cause of action, severity of the offense). 4.8.18. Describe environmental law agencies and regulations, procedures for reporting violations and the impact of environmental law on business. 4.8.19. Describe administrative law and the types and powers of administrative agencies. 5.1.3. Identify legal and ethical issues that impact marketing. 5.10.9. Identify the initial steps to establish a business (e.g., select business structure, complete legal and regulatory filings, establish financial and tax accounts).

	6.5.2. Describe factors that impact human-resources management (e.g., availability of qualified people, alternative staffing methods, employment laws and regulations, company policies and procedures, total rewards programs, diversity and inclusion, technology, employment contracts). 6.6.9. Communicate job offers, including applicable contingencies and negotiate employment terms or contracts. 6.7.2. Conduct human resources onboarding activities (e.g., employment eligibility verification [I-9 form], tax paperwork, contracts, benefit plans, policy orientation). 6.8.3. Explain the concepts of pay equity, pay fairness, and equal pay. 6.10.1. Process human-resource compliance paperwork, and complete required reporting (e.g., workers' compensation claims, Occupational Safety and Health Administration [OSHA] documents, employment documents, fair medical leave, disability, unemployment).
2. *General understanding of the legal system in the United States as it relates to business. a. The nature of law and sources of law in the United States* b. The structure and procedures of the legal system of the United States and Alternative Dispute Resolution (ADR)*	2.2.6. Determine the relationship between government and business, identify government agencies that facilitate trade, and describe the impact of government regulations on business activities. 4.1.2. Describe the impact of governmental and self-regulatory agency requirements on the structure, focus and cost of enterprise risk management. 4.2.2. Explain the difference between an offeror and offeree, as it relates to a contract. 4.2.3. Identify the components of a legally enforceable contract (e.g., offer, acceptance, consideration, legality, capacity, consent, writing [if applicable]). 4.2.4. Determine if a contract contains all of the necessary components to be legally enforceable. 4.2.10. Describe options available to resolve breach of contract to reduce business loss (e.g., renegotiation of terms, settlement). 4.2.11. Explain factors to consider (Mirror Image Rule, Uniform Commercial Code [UCC], clickwrap and browser wrap agreements) when evaluating offers. 4.2.12. Explain how a contract terminates. 4.2.13. Identify the remedies (e.g., expectation interest, reliance interest, restitution, specific performance) available to the offeror and offoree. 4.2.14. Identify the different types of damages (e.g., direct, consequential, incidental, liquidated) available to the offeror and offoree. 4.2.15. Explain how businesses mitigate and liquidate damages. 4.3.1. Describe need for compliance standards and potential penalties for noncompliance. 4.3.2. Explain the impact of compliance requirements on business structure, activities, products, services, and pricing.

	4.3.3. Explain the elements of a compliance program and how requirements and expectations differ across industry sectors (e.g., financial services, healthcare, consumer products, restaurants and food and beverages, etc.). 4.4.8. Explain retirement plans, and pension and profit-sharing laws (e.g. Employee Retirement Income Security Act [ERISA]). 4.4.9. Describe how tax regulations and tax reporting requirements impact businesses. 4.5.6. Identify interrelationships among cases, statutes, regulations, and other legal authorities; and apply a recognized legal authority to specific factual situation(s). 4.7.1. Explain the role and function of governance structures and their impact on business objectives. 4.8.1. Describe the role of the state and U.S. constitutions in business law, sources of law in the United States and the role of the U.S. judicial system. 4.8.2. Distinguish among types of law (e.g., criminal, civil, administrative), and explain their major functions. 4.8.3. Differentiate between criminal and civil law procedures (e.g., filing activities, civil litigation, criminal prosecution, settlement, appeals). 4.8.4. Explain the functions performed by officials in the court system. 4.8.7. Describe how the legal environment of business is affected by the civil infrastructure (e.g., torts, contracts, legal agreements, administrative regulations) of the United States. 4.8.9. Describe legal issues affecting businesses and the impact of government regulations and regulatory agencies on businesses. 4.8.10. Identify factors impacting the options available to settle a legal matter (e.g., contract terms, statutory requirements, legal precedents, evidence). 4.8.13. Explain the methods of alternative dispute resolution (ADR) businesses can use to avoid or resolve litigation. 4.8.15. Identify areas of law relevant to a particular situation. 4.8.16. Define statute of limitations and explain how it differs based on situational circumstances (e.g., jurisdiction, application in civil and criminal law, offense, claim, cause of action, severity of the offense). 4.8.19. Describe administrative law and the types and powers of administrative agencies.
3. *Understanding the civil foundations as it relates to business. c. . The basic torts relating to business enterprises*	1.3.7. Identify the labor laws that affect employment and the consequences of noncompliance for both employee and employer (e.g., harassment, labor, employment, employment interview, testing, minor labor laws, Americans with Disabilities Act, Fair Labor Standards Acts, Equal Employment Opportunity Commission [EEOC]).

d. Different types of contracts and the requirements for a binding legal agreement* e. The importance of property in the legal environment of business* f. Employment Relationship and Employment Discrimination*	1.3.8. Verify compliance with computer and intellectual property laws and regulations. 1.6.12. Describe classifications of some employee benefits, rights, deductions, and compensations. 1.7.13. Protect intellectual property and knowledge (e.g., copyright, patent, trademark, trade secrets, processes). 2.2.10. Explain reasons that labor unions form, analyze their impact on business, and describe types of negotiation strategies used in the collective bargaining process. 3.1.5. Describe the importance of maintaining confidentiality and security of customer information. 4.2.3. Identify the components of a legally enforceable contract (e.g., offer, acceptance, consideration, legality, capacity, consent, writing [if applicable]). 4.2.10. Describe options available to resolve breach of contract to reduce business loss (e.g., renegotiation of terms, settlement). 4.2.11. Explain factors to consider (Mirror Image Rule, Uniform Commercial Code [UCC], clickwrap and browser wrap agreements) when evaluating offers. 4.2.12. Explain how a contract terminates. 4.3.7. Discuss methods for documenting adherence to compliance policies and procedures. 4.4.4. Explain businesses' responsibility for product safety and identify product liability issues and the applicable laws and regulations. 4.4.6. Describe the purpose of employment laws and workplace regulations (e.g., OSHA, ADA, FMLA, NLRA, Title VII, OFCCP, Minor Labor Laws, FLSA and related state laws). 4.4.11. Identify the characteristics and process differences that distinguish commercial real estate settlement from residential real estate settlement. 4.4.12. Describe legal documents relating to the purchase, sale and lease of residential property, insurance requirements, and residential real estate settlement procedures. 4.4.13. Identify the duties of landlords and tenants. 4.8.8. Distinguish among types of torts (i.e., intentional, negligence and strict liability), and explain the impact of tort law on business regulations. 4.8.11. Identify requirements needed for an enforceable contract, and differentiate among types of contracts (e.g., oral, written, implied, transferable, nontransferable). 4.8.12. Determine the rights of parties in a contract, how the contract can be discharged and what actions can occur with a breach of contract. 4.8.14. Explain the importance of property in the legal environment of business; and describe how ownership rights are acquired, held, and transferred.

	6.5.2. Describe factors that impact human-resources management (e.g., availability of qualified people, alternative staffing methods, employment laws and regulations, company policies and procedures, total rewards programs, diversity and inclusion, technology). 6.6.9. Communicate job offers, including applicable contingencies and negotiate employment terms or contracts. 6.10.1. Process human-resource compliance paperwork, and complete required reporting (e.g., workers' compensation claims, Occupational Safety and Health Administration [OSHA] documents, employment documents, fair medical leave, disability, unemployment).
4. ***Ability to apply regulatory provisions to business situations** f. Employment Relationship and Employment Discrimination* g. Debtor—Creditor Relationships h. Agency i. Environmental Law k. Antitrust Law l. Securities Regulation m. Consumer Protection n. International Business Law o. Sales Law p. Ethical Behavior, Stakeholder vs Shareholder Theory, and Social Responsibility	1.3.4. Identify how federal and state consumer protection laws affect products and services. 1.3.5. Access and implement safety compliance measures (e.g., quality assurance information, safety data sheets [SDSs], product safety data sheets [PSDSs], United States Environmental Protection Agency [EPA], United States Occupational Safety and Health Administration [OSHA]) that contribute to the continuous improvement of the organization. 1.3.6. Identify deceptive practices (e.g., bait and switch, identity theft, unlawful door-to-door sales, deceptive service estimates, fraudulent). 1.3.7. Identify the labor laws that affect employment and the consequences of noncompliance for both employee and employer (e.g., harassment, labor, employment, employment interview, testing, minor labor laws, Americans with Disabilities Act, Fair Labor Standards Acts, Equal Employment Opportunity Commission [EEOC]). 1.6.12. Describe classifications of some employee benefits, rights, deductions, and compensations. 1.9.4. Identify credit types and their uses in order to establish credit. 1.9.5. Identify ways to avoid or correct debt problems (e.g., collection agency payments and post-collection agency payments). 1.11.9. Describe how laws and regulations influence domestic and international trade. 2.2.10. Explain reasons that labor unions form, analyze their impact on business, and describe types of negotiation strategies used in the collective bargaining process. 4.4.1. Distinguish between secured and unsecured creditors. 4.4.2. Explain the debtor-creditor relationship and legal protections provided each party, and determine relief options for debtors. 4.4.4. Explain businesses' responsibility for product safety and identify product liability issues and the applicable laws and regulations. 4.4.5. Describe advertising laws and regulations in digital and brick-and-mortar business environments.

	4.4.6. Describe the purpose of employment laws and workplace regulations (e.g., OSHA, ADA, FMLA, NLRA, Title VII, OFCCP, Minor Labor Laws, FLSA and related state laws). 4.4.14. Describe forms of bankruptcy and explain the impact of bankruptcy proceedings on business. 4.6.5. Differentiate ways in which businesses exhibit corporate social responsibility across industry sectors. 4.8.18. Describe environmental law agencies and regulations, procedures for reporting violations and the impact of environmental law on business. 5.1.3. Identify legal and ethical issues that impact marketing. 5.10.2 Develop decision-making criteria and define the decision-making process that will be used to screen ideas. 6.5.2. Describe factors that impact human-resources management (e.g., availability of qualified people, alternative staffing methods, employment laws and regulations, company policies and procedures, total rewards programs, diversity and inclusion, technology). 6.7.2. Conduct human resources onboarding activities (e.g., employment eligibility verification [I-9 form], tax paperwork, contracts, benefit plans, policy orientation). 6.8.3. Explain the concepts of pay equity, pay fairness and equal pay. 6.10.1. Process human-resource compliance paperwork, and complete required reporting (e.g., workers' compensation claims, Occupational Safety and Health Administration [OSHA] documents, employment documents, fair medical leave, disability, unemployment).
5. *Ability to identify legal risks in the business environment a. The nature of law and sources of law in the United States* b. The structure and procedures of the legal system of the United States and Alternative Dispute Resolution (ADR)* c. The basic torts relating to business enterprises* d. Different types of contracts and the requirements for a binding legal agreement* e. The importance of property in the legal environment of business*	See LO 1

f. Employment Relationship and Employment Discrimination* g. Debtor—Creditor Relationships h. Agency (no match) i. Forms of Business Organizations j. Environmental Law k. Antitrust Law (no match) l. Securities Regulation (no match) m. Consumer Protection n International Business Law o. Sales Law p. Ethical Behavior, Stakeholder vs Shareholder Theory, and Social Responsibility	
6. *Application of critical thinking to the legal implications present in business activities. a. The nature of law and sources of law in the United States* b. The structure and procedures of the legal system of the United States and Alternative Dispute Resolution (ADR)* c. The basic torts relating to business enterprises* d. Different types of contracts and the requirements for a binding legal agreement* e. The importance of property in the legal environment of business* f. Employment Relationship and Employment Discrimination* g. Debtor—Creditor Relationships h. Agency (no match)	See LO1

NOTE: If no match is listed under the learning outcomes, it is due to the TAG requiring coverage of four out of ten topics under Fundamental and Nonfundamental Topics of Business: Debtor—Creditor Relationships, Agency, Forms of Business Organizations, , Environmental Law, Antitrust Law, Securities Regulation, Consumer Protection, International Business Law, Sales Law, Ethical Behavior, Stakeholder vs Shareholder Theory, and Social Responsibility. These have been sufficiently covered in the alignment.

Other requirements and Credit Conditions:

1. The receiving institution must have a comparable program, major, or course that has been approved through submission to the Ohio Department of Higher Education (CT) [2] approval process for the CTAN listed in this document.
2. Credits apply to courses in the specified technical area at Ohio's public institutions of higher education, if the institution offers courses in the specific technical area. In the absence of an equivalent course, and when the institution offers the technical program, the receiving institution will guarantee to grant and apply an equivalent credit value of the Career-Technical Articulation Number (CTAN) toward the technical requirements of the specific degree/certificate program.
3. A career-technical student seeking credit under the terms of this CTAG must apply and be accepted to the college within three years of completing a career-technical course, unless otherwise noted.
4. A career-technical student who meets all eligibility criteria will receive the credit hour value for the comparable course as offered at the receiving state institution of higher education.
5. The admission requirements of individual institutions and/or programs are unaffected by the implementation of (CT)² outcomes.
6. The transfer of credit, through this CTAG, will not exempt a student from the residency requirements at the receiving institution.

Legal Environment in Business Panel Participants

2021-2023

Suzanne Gradisher	University of Akron	SCTAI Panel Expert Lead
Amy Wilson	Zane State Community College	SCTAI Panel Expert
Anette Redmonat	University of Cincinnati	SCTAI Panel Expert
Teresa Miller	Lake Local Schools	SCTAI Panel Expert
Nikki Wearly	Ohio Department of Higher Education	Senior Director, SCTAI
Lisa Holstrom	Ohio Department of Higher Education	Senior Associate Director, SCTAI