1) Go to BlackBoard (http://blackboard.msu.edu)

3) My Courses HUMAN RESOURCE MNGT (FA12)

4) Go to left side in Course Management and scroll down to
   Click on Grade Center
   Full Grade Center

5) For each student (slide bar about 7/8 to the right)

   a. SafeAssignment Term Paper Draft Column
      i. Go to each cell and left click on drop down menu
      ii. Left click on Attempt
      iii. Matching %

   b. SafeAssignment Term Paper Column (THIS IS THE FINAL COPY)
      i. Go to each cell and left click on drop down menu
      ii. Left click on Attempt
      iii. Matching %
      iv. Left click on File
      v. Left click on Open
      vi. Check number of words in lower left of bar and place # here
      vii. Print copy of term paper
      viii. Staple term paper along with STUDENT SUMMARY PAGE
      ix. Verify References in Reference List and Body of Text
         1. List number of references
         2. Number of references not in text or vice versa

   c. Term Paper References
      i. Go to each cell and left click on drop down menu
      ii. Left click on Attempt
      iii. References in Reference List of paper attached here; Number missing
      iv. Number of references with references or footnotes or court cases:

6) Grade actual term paper

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This page was very poor, you did not follow directions. The 98% is really a lot more than anything. It could have easily been lower.
Obesity: Labeled as Disabled
Abstract

Obesity is a growing pandemic in America. With fast food everywhere and portion sizes getting larger, Americans are in a downward spiral with their weight. Obesity can change the way you work and play, but is that enough to be labeled as disabled?
Obesity: Labeled as Disabled

People today want everything fast. They want fast cars, fast money, and fast food. They get increasingly angry if they have to wait longer than 10 minutes to get their food. It is hard to go to any town or city without finding a fast food restaurant. This is one of the many reasons why obesity is rising in America, and will continue to do so. Americans portion sizes are getting bigger and bigger along with their waistlines. Obesity has surpassed smoking as the number one preventable cause of death in the US. Diabetes, stroke, and heart attack are among many other serious health problems that can all be caused by excess body fat. With the majority of Americans being considered overweight or obese, will the ADA, ADAAA, or EEOC help them claim disability?

Disability, as defined by the Americans with Disabilities Act of 1990, is a physical or mental impairment that substantially limits one or more of the major life activities of such individual (Kuczynski, 1999). Obesity, if severe enough, can substantially limit one or more of the major life activities of the individual. According to the definition given above, obesity could be considered a disability.

Obesity is simply defined as excess of body fat. A way to determine obesity is with the body mass index. The body mass index uses weight and height to determine the amount of body fat a person has. The body mass index does not work for athletes as much as non-athletes. An athlete will have a higher body mass index because of their muscle tone. Since muscle weighs more than fat, the body mass index will be higher because their weight will most likely be higher than normal for their height.
The Code of Regulations did not mention obesity under what they included as a mental or physical impairment. An obese person does not have to show that they qualify as a disabled under the ADA if they are regarded as having a disability. Under the ADAAA, all the person needs is to show that there is discrimination because they are perceived as having a physical or mental impairment (Thompson, 2010). If that person is only perceived as disabled because of their obesity, they qualify with the Act's requirements. But just because they qualify does not mean they will be regarded as disabled. If the obese person is not handicapped, does not have diseases, or is not physically restricted to do activities than the person will most likely not be regarded as disabled.

Obesity in the Workplace

Being overweight or obese can be viewed as lazy, slow, having a lack of self-esteem, non-confidence, and lack of self-control. There are also concerns that overweight employees are more likely to injure themselves and miss work. No manager or supervisor wants those characteristics in their workplace. This may be "the last socially acceptable prejudice; no federal law, and only one state law (Michigan), prohibits discrimination on the basis of weight" (Kolb, 2012). Title VII and the ADA will not allow discrimination against obese workers. Employers can help obese people in their workplace by making accommodations like elevators, larger chairs, and scooters.
References


Kellb (not cited here but you put on a 4)

Wanted: minimum of six references
You only gave 2 references