I. Catalogue Description and Credit Hours of the Course:

Legal ramifications of operating a hospitality organization emphasizing loss prevention, regulatory agencies, and the employer’s responsibility to guests and employees. (3)

II. Prerequisite(s):

BL255 or Consent of Instructor

III. Purposes or Objectives of the Course:

A. To identify the laws that affect the hospitality industry

B. To interpret and apply hospitality law to employee selection and management

C. To examine the impact of federal, state, and local laws on the operations in a hospitality organization

D. To utilize legal concepts to protect the hospitality operation, its employees, and guests.

E. To investigate the legal aspects of serving food and beverages including responsible alcohol service and food safety issues

F. To analyze safety and security issues including crisis management

III. Expectations of Students:

A. To read assigned materials, utilize available library resources, and participate in individual and group activities.

B. To complete all assignments and case studies in a timely, professional manner as prescribed in class.
C. To arrange interviews with industry operators to discuss legal issues presented in class.

D. To complete all examinations and a final paper.

V. Course Content or Outline:

Unit I. Prevention Philosophy 3 hrs.
1. Historical Framework of Hospitality Law
2. Ethics and the Law
3. The S.T.E.M. process in Hospitality Management

Unit II. Hospitality Contracts 3 hrs.
1. The Components of a Contract
2. Verbal and Written Contracts
3. The Reservation as a Contract

Unit III. Hospitality Operating Structures 2 hrs.
1. Types of Organizational Structures
2. The Legal Aspects of the Franchise, Partnership, and Corporation

Unit IV. The Legal Aspects of Property 4 hrs.
1. Identification of Types of Property
2. Legal Aspects of Purchase and Finance
3. Lease or Buy Decisions: A legal perspective
4. Intellectual Property Rights

Unit V. Regulatory and Administrative Agencies and Concerns 6 hrs.
1. IRS, OSHA, EPA, FDA, EEOC, ATF and Other Federal Regulatory Agencies
2. State Agencies: Attorney General, Public Health Department, and Others
3. Local Regulatory Agencies Including: Historic Preservation, Fire Department, Building and Zoning, and Public Health

Unit VI. Insurance in the Hospitality Environment 3 hrs.
1. Types of Insurance
2. Selection of Insurance
3. Policy Analysis

Unit VII. Legally Selecting Employees 6 hrs.
1. Job Descriptions to Employee Screening
2. Discrimination Laws
3. A. D.A.
4. Immigration Reform Act
5. Labor Unions and Collective Bargaining

Unit VIII. Employee Management and the Law 6 hrs.
1. Establishing the Work Contract
2. Sexual Harassment and Discrimination
3. Family and Medical Leave Act
4. Compensation Issues
5. Unemployment Claims
6. Employment Records

Unit IX. The Hospitality Operator’s Legal Responsibilities 3 hrs.
1. Theories of Liability
2. Legal Damages
3. The Personal Injury Lawsuit
4. The Incident, Incident Report, and Follow-up

Unit X. The Legal Rights of the Guest 3 hrs.
1. Defining the Guest
2. Denying Admission to the Operation
3. Guest Privacy
4. Removal of the Guest

Unit XI. Liability for the Guest’s Property 3 hrs.
1. Common Law Liability
2. Property with Unknown Ownership
3. Ensuring the Limits of Liability

Unit XII. Legal Problems in Food and Beverage Service 2 hrs.
1. Responsible Alcohol Service
2. Uniform Commercial Code Warranty

Unit XIII. Guest and Employee Safety and Security Issues 3 hrs.
1. Credit Cards and Charge Accounts
2. Guestroom Lock Policies
3. Internal Theft

Unit XIV. Crisis Management: Dealing with the Media and Post Crisis Management 1 hrs.

Total 48

VI. Textbook(s) and/or Other Required Materials or Equipment:

VII. BASIS FOR STUDENT EVALUATION:

Examinations 50%
Case Studies/Interviews 20%
Assignments 20%
Final Paper 10%