

## COURSE OUTLINE

### **Hotel Restaurant Management 230 Hospitality Law**

#### **Catalog Statement**

HRM 230 introduces students to the local, state, federal, and international laws that govern the hospitality industry. The emphasis is on creating a workplace where compliance with the law, adherence to ethical standards, and stressing security and loss prevention are the basis for every decision. Students will learn the following topics: applicable civil law, the structure of hospitality enterprises, government agencies that impact the hospitality industry, preventative legal management, common contracts, employee selection and management, duties and obligations to employees and guests, and crisis management.

Total Lecture Units: 3.0

Total Laboratory Units: 0.0

**Total Course Units: 3.0**

Total Lecture Hours: 48.0

Total Laboratory Hours: 0.0

Total Laboratory Hours To Be Arranged: 0.0

**Total Faculty Contact Hours: 48.0**

Prerequisite: HRM 115

#### **Course Entry Expectations**

Prior to enrolling in the course, the student should be able to:

- describe the history of the hospitality industry as a whole and its various segments;
- distinguish between the various types of food service and lodging establishments;
- identify managerial responsibilities in different hospitality operations;
- describe how economic, social, cultural changes have impacted the travel and tourism business;
- demonstrate proper leadership and communication skills in a group setting;
- identify characteristics and effective leadership important to the success of hospitality operations.

#### **Course Exit Standards**

Upon successful completion of the required coursework, the student will be able to:

- devise management safeguards to limit potential legal exposure;
- explain basic business law concepts such as: contracts, torts, and property law relevant to the hospitality operational environment;

- create safety and security provisions applicable to business;
- protect interests when leasing or buying real property;
- understand both the guests' and the business' rights to refuse accommodation or service.

**Course Content**

**Total Faculty Contact Hours = 48.0**

Cultural and Social Sources of Law **(3 hours)**

Legal versus ethical considerations **(3 hours)**

Contract Management **(6 hours)**

Different types of contracts common to the hospitality industry

Essential clauses for contracts

Consequences of contract breach

Special hotel contracts

Ethical considerations in the negotiation process

Hospitality Business Operating Formats **(3 hours)**

Types of business entities

Formation

Advantages and disadvantages of different business structures

Franchise agreements

Real Property in the Hospitality Industry **(3 hours)**

Real versus personal property

Forms of ownership

Leases

Secured interests

Uniform Commercial Code

Patents, copyrights and concept rights

Negligence and Tort Law **(6 hours)**

Duties and obligations of business operators

Standards of care

Negligence and defenses against negligence lawsuits

Creating an effective safety and security program

Safety and security program technology

Incident documentation

Customer injuries and accidents

Anatomy of a lawsuit

Types of damage awards

Crisis management in the hospitality industry

Responsibilities to Guests **(6 hours)**

Duty to accommodate

Public accommodations statutes

Civil Rights Act of 1964 and others

Americans with Disabilities Act

Disclosure of information about the guest

Evictions, lockouts and expulsions

Defaulting guests

Responsibility for Guests' Property **(6 hours)**

Liability limitation statutes

Bailment

Lost and abandoned property

**Food and Beverage Liability (6 hours)**

Special problems managing a food and beverage service environment

Dram Shop laws and other forms of alcohol server liability

Alcohol beverage control and licensing

Responsible service procedures

Food that is contaminated or otherwise unfit for consumption

Allergies and other food-service related problems

Health and sanitation inspections and requirements

**Insurance (6 hours)**

Principles of risk management

Types of insurance coverage

Insurance policy analysis

Insurance policy and company selection

**Methods of Instruction**

The following methods of instruction may be used in this course:

- lectures/discussion;
- guest lecturers;
- multi-media presentation.

**Out of Class Assignments**

The following out of class assignments may be used in this course:

- essays;
- group projects;
- individual projects;
- field activities.

**Methods of Evaluation**

The following methods of evaluation may be used in this course:

- quizzes;
- midterm exam;
- final exam;
- student project (e.g. research and describe a common tort that could lead to civil legal liability).

### **Textbooks**

Barth, S., *Hospitality Law: Managing Legal Issues in the Hospitality Industry*, 4th ed.  
Hoboken, NJ: Wiley, 2012  
10th Grade Textbook Reading Level. ISBN: 978-1-118-08563-9

### **Student Learning Outcomes**

Upon successful completion of the required coursework, the student will be able to:

- describe the legal issues unique to the hospitality environment;
- determine the advantages and disadvantages of operating a business as a proprietorship, partnership, or corporation;
- analyze various insurance coverage provisions applicable the restaurant and hospitality business;
- recognize and resolve legal issues with defrauding guests.