

COURSE OUTLINE
Thomas Mayburry
5/10/2007

DEPARTMENT:	Professional Technical Education
CURRICULUM:	BAS/Hospitality Management
COURSE TITLE:	Legal Issues in Hospitality
COURSE NUMBER:	HMG 312
TYPE OF COURSE:	Lecture
COURSE LENGTH:	1 quarter
CREDIT HOURS:	3
LECTURE HOURS:	33
LAB HOURS:	0
CLASS SIZE:	30
PREREQUISITES:	Students must be enrolled as BAS students in the Hospitality Management Program or approved by instructor.
COURSE DESCRIPTION:	This is a survey class consisting of a study of liability, dram shop laws, contracts, and innkeeper laws with the purpose of reducing the risk environment for operators. This course also carries national certification from the American Hotel and Lodging Association (AHLA). Certificates issued by the AHLA are in addition to credits earned for successful completion of the course and are widely recognized throughout the hospitality industry.
STUDENT LEARNING OUTCOMES ADDRESSED:	<ol style="list-style-type: none">1. Personal Responsibility - Demonstrate the ability to be timely, responsible for tasks assigned as well as working independently, value one's own skills and abilities and value intellectual inquiry and ethical behavior. Be motivated in the pursuit of gaining more knowledge of the Hospitality Industry.2. Human Relations - Use social interactive skills to work in groups effectively. Recognize the diversity of cultural influences and values of peers, colleagues, and the Hospitality Industry overall. Students will have the opportunity to work in a group setting with peers of different ethnicity. Therefore, students will be required to interact in a professional manner at all times.

3. Critical Thinking and Problem Solving - This course requires students to critically analyze employee relations, food liability, liquor liability, and federal regulations as they relate to the Hospitality Industry.
4. Information Literacy - Access and evaluate information from a variety of resources, including research in the library, various website searches, reading textbooks, and from peer discussion. Students will be sharing their information through formal and informal class discussion and a formal presentation.
5. Communication - Read and listen actively to learn and communicate. Speak and write effectively for personal, academic, and career purposes. In this course, students will read assigned each assigned chapter, listen to demonstrations by the instructor, and communicate with peer information gathered by research.
6. Technology - Select and apply appropriate technology tools for personal, academic, and career tasks. Students in this course will utilize technology for reading and analyzing spreadsheets and understanding revenue management.

PROGRAM OUTCOMES:

3. Describe a business philosophy
4. Utilize computer technology
8. Manage and implement daily operations of a hospitality enterprise
9. Demonstrate a competency in understanding and executing human resource policy and practices consistent with organization objectives and third party regulatory entities.
10. Demonstrate knowledge in personal skills as it pertains to the hospitality industry including professional business etiquette and ethics
11. Apply basic principals of management and leadership and also recognize diversity of cultural influences and values

GENERAL COURSE OBJECTIVES:

After successfully completing this course the student will be able to:

1. Discuss the sources of hospitality law, the ethics and social responsibility connected with law, and the basic court system and procedures within that system.
2. Discuss state and local regulations, including alcohol sales, sanitation, criminal trespass, disorderly conduct, blue laws, truth-in-menu regulations, kosher food, smoking regulations, zoning laws, and building and safety codes.
3. Produce guidelines that deal with the rights of operators to admit or refuse guests or patrons and their duties to avoid unlawful discrimination against guests and patrons.
4. Explain the role of consumer laws and the Uniform Commercial Code in the development of food liability law.
5. Outline the duty of operators to maintain safe premises and discuss defenses against liability claims for injuries to patrons or their property.
6. Describe the legal rights and duties of employers and employees with regard to civil rights laws, wage and hour laws, employee screening and surveillance, safety requirements, and union-management relations.
7. Explain requirements of the Occupational Safety and Health Administration (OSHA).

8. Define and discuss various kinds of employee-related insurance plans.
9. Discuss the law of contracts and define the capacity, legality, rights, breaches, and remedies of foodservice and hotel contract law.
10. Compare and contrast the various forms of business organizations within the following framework: 1) supervision and control of business; 2) responsibility for business financing; 3) liability for business obligations, duration of business; and 5) taxation of business income.
11. Define a franchise and explain its legal significance in regard to the rights and duties of franchisors and franchisees to each other and to third parties.
12. Discuss bankruptcy and the impact of it on the hospitality industry.

REVISED BY:
DATE: 5/17/2007