



Syllabus

HOS 230 Hospitality Law

General Information

Date

September 21st, 2017

Author

Unknown Author

Department

Business

Course Prefix

HOS

Course Number

230

Course Title

Hospitality Law

Course Information

Credit Hours

3

Lecture Contact Hours

3

Lab Contact Hours

0

Other Contact Hours

0

Catalog Description

Hospitality law is designed to introduce the student to the legal issues surrounding the practices of the hospitality industry.

Topics to be covered include, but are not limited to: contract law, negligence, bailment, rights of innkeepers, rights of guests, legal responsibilities connected with travel and tourism, liability with respect to the sale of food and alcohol, regulation and licensing, employment issues, and safety and security issues affecting the hospitality industry.

Key Assessment

This course does not contain a Key Assessment for any programs

Prerequisites

None

Co-requisites

None

Grading Scheme

Letter

First Year Experience/Capstone Designation

This course DOES NOT satisfy the outcomes applicable for status as a FYE or Capstone.

SUNY General Education

This course is designated as satisfying a requirement in the following SUNY Gen Ed category

None

FLCC Values

Institutional Learning Outcomes Addressed by the Course

Vitality

Inquiry

Perseverance

Interconnectedness

Course Learning Outcomes

Course Learning Outcomes

1. Identify the basic structure of the U.S. legal system.
2. Analyze potential legal issues in the hospitality industry.
3. Create a simple employment contract.
4. Examine the legal obligations to guests and visitors in the hospitality industry.

Program Affiliation

This course is required as a core program course in the following program

AAS Hospitality and Tourism Management - Food and Beverage Management

AAS Hospitality and Tourism Management - Hotel and Resort Management

AAS Hospitality and Tourism Management - Tourism Management

Outline of Topics Covered

- I. Introduction to the Legal System
 - A. What is Law?
 1. Definition
 2. Sources of law
 - B. Our Judicial System
 - C. How a Case Makes Its Way Through the Court System
 - D. Alternative Dispute Resolution
- II. Contract Law
 - A. Contract Law in General
 1. Elements
 2. Types of Contracts
 3. Performance & Breach
 4. Remedies
 - B. Specific Contract Provisions for the Hospitality Industry
 - C. Management Contracts
 - D. Conference Services Contracts
- III. Property
 - A. Types of Property
 - B. Acquiring Property
 - C. Financing
 - D. Leasing

- E. Intellectual Property Rights
- IV. Employment
 - A. Hiring Practices
 - 1. Employee Selection
 - 2. Discrimination in the Hiring Process
 - B. Verification of Employment Status
 - C. The Employment Relationship
 - 1. At-Will Employment
 - 2. Labor Unions and Collective Bargaining
 - D. Workplace Discrimination
 - E. Sexual Harassment
 - F. Family Medical Leave Act
 - G. Compensation
 - H. Employee Evaluation, Discipline, & Termination
 - I. Other Workplace Issues
 - 1. Employee Records & Retention
 - 2. Employment Posters
 - 3. Workplace Surveillance
- V. Tort Law
 - A. Basic Principles of Negligence
 - 1. Elements
 - 2. Negligence as It Relates to Real Property
 - 3. Res Ipsa Loquitor
 - 4. Children
 - 5. Strict Liability
 - 6. Respondeat Superior
 - 7. Good Samaritan Doctrine
 - 8. Defenses
 - B. Duties & Obligations of a Hospitality Operator
- VI. Relationships with Guests and Other Patrons
 - A. Guests
 - 1. Definition
 - 2. Admitting a Guest
 - 3. Denying Admission
 - 4. Privacy
 - B. Facility Maintenance

- C. Responsibilities to Nonguests
- D. Removal of Guests
- VII. Protecting Patrons' Property
 - A. Liability for Guests Property
 - B. Limitations on Liability
 - C. Bailments
 - D. Lost & Abandoned Property
- VIII. Liability With Respect to the Sale of Food and Alcohol
 - A. Warranty of Merchantability
 - B. Truth In Menu Laws
 - C. Alcoholic Beverages
- IX. Legal Responsibilities With Travel & Tourism
 - A. Travel
 - B. Agents & Tour Operators
 - C. Online Travel Sales
 - D. Transportation & Common Carriers
 - E. Tourism
 - 1. Gaming Operations
 - 2. Resort / Timeshare Operations
 - 3. Amusement Parks
- X. Safety & Security Issues in the Hospitality Industry
 - A. Safety & Security Programs
 - B. Crimes Against the Hospitality Businesses
 - C. Crisis Management Programs