

**Tompkins Cortland Community College**  
**Master Course Syllabus**

**Course Discipline and Number: HRMG 201**

**Year: 2021-2022**

**Course Title: Hospitality Law**

**Credit Hours: 3**

**Attendance Policy:** *To maintain good grades, regular attendance in class is necessary. Absence from class is considered a serious matter and absence never excuses a student from class work. It is the responsibility of all instructors to distribute reasonable attendance policies in writing during the first week of class. Students are required to comply with the attendance policy set by each of their instructors. Students are not penalized if they are unable to attend classes or participate in exams on particular days because of religious beliefs, in accordance with Chapter 161, Section 224-a of the Education Law of the State of New York. Students who plan to be absent from classroom activity for religious reasons should discuss the absence in advance with their instructors. See college catalog for more information.*

**Services for Students with Disabilities:** *It is the College's policy to provide, on an individual basis, appropriate academic adjustments for students with disabilities, which may affect their ability to fully participate in program or course activities or to meet course requirements. Students with disabilities should contact the Coordinator of Access and Equity Services, to discuss their particular need for accommodations. All course materials are available in alternate formats upon request.*

### **Course Description**

This course is a study of laws and regulations pertaining to hotel, restaurant, travel, and casino industries. The focus is on risk management, precautions, documentation procedures, and preventative methods necessary to avoid, or at least minimize, legal action. The course covers areas such as food and beverage service and safety responsibilities, contracts, employment and labor issues, civil rights, negligence, the innkeeper's duties, corporate and franchise laws, and product liability. Emphasis is placed on analyzing legal cases related to the hospitality industry so that future managers understand their legal rights and responsibilities. Prerequisites: Prior completion or concurrent enrollment in MATH 090 and RDNG 116 if required by placement testing; prior completion or concurrent enrollment in ENGL 101. 3 Cr. (3 Lec.) Fall and spring semesters.

### **Course Context/Audience**

HRMG 201 is a required course for students in the Hotel and Restaurant Management A.A.S. degree program. It is appropriate for someone with an interest in the operation of a hotel or other lodging business.

### **Basic Skills/Entry Level Expectations**

**Writing:** WC College level writing skills are required. See course co-requisites or pre-requisites.

**Math:** M1 Taking MATH 090 (if needed) – Course requires limited use of very basic mathematical skills.

**Reading:** R3 Course may be taken concurrently with RDNG 116.

### **Course Goals**

As a result of successfully completing the course, the student will be able to

1. Demonstrate an understanding of a) the special responsibilities of the innkeeper under common law b) the responsibilities and liabilities of innkeepers in New York State under sections 200 and 201 of the State General Business Law. c) the legal relationship between the innkeeper and the guest and the special rights and privileges created by this relationship. d) negligence theories that apply to hospitality law. e) the innkeeper's responsibility for the guest's property and safety. f) the host's responsibility for the sale of food and beverages to guests.
2. Identify, analyze, and act appropriately regarding possible legal issues within hospitality operations so that appropriate decision-making can take place to minimize loss for the business.
3. "Brief" hospitality legal cases.

## Course Objectives/Topics

Objective/Topic	# Hours
Students will be introduced to and learn the history of hospitality law.	3 Hours
Students will learn the different types of hospitality operations.	3 Hours
Students will learn about legal procedures and terms used throughout the judicial system. Students will reflect on issues of business ethics.	3 Hours
Students will learn the requirements for licensing and regulating public accommodations and operations.	3 Hours
Students will learn the relationship between the hotel patron and the hotel keeper.	3 Hours
Students will learn the importance of civil rights in hospitality related industries.	3 Hours
Students will learn the obligation of hospitality operators toward risk management, responsibilities for their guests' safety, and the avoidance of negligence lawsuits.	3 Hours
Students will learn employment law as it relates to hiring, disciplinary actions, sexual harassment, and discrimination.	3 Hours
Students will learn the doctrines associated with a tort.	3 Hours
Students will learn the obligation of the hospitality operator toward guests and others.	3 Hours
Students will learn about employment licensing and regulations laws.	3 Hours
Students will learn the hotel's responsibility for guests' loss of property.	3 Hours
Students will learn the liabilities and rights associated with food & beverage service by hotels, restaurateurs, and bar operators.	3 Hours
Students will learn about the developing laws of casino operations.	3 Hours
Exams	3 Hours

## General Education Goals - Critical Thinking & Social/Global Awareness

<b>CRITICAL THINKING OUTCOMES</b>	<b>HOW DOES THE COURSE ADDRESS THE OUTCOMES</b> <i>(Include required or recommended instructional resources, strategies, learning activities, assignments, etc., that must or could be used to address the goal/outcomes)</i>
<p>Students will be able to</p> <ul style="list-style-type: none"> <li>➤ develop meaningful questions to address problems or issues.</li> <li>➤ gather, interpret, and evaluate relevant sources of information.</li> <li>➤ reach informed conclusions and solutions.</li> <li>➤ consider analytically the viewpoints of self and others.</li> </ul>	<p>Students will participate in class discussions incorporating legal terminology about actual and hypothetical legal cases typical to the hospitality industry. Students will also analyze and answer hypothetical legal cases in which they will recognize legal problems, and apply the law to the problem.</p> <p>Students will read, discuss, and analyze legal cases weekly.</p>

SOCIAL/GLOBAL AWARENESS OUTCOMES	HOW DOES THE COURSE ADDRESS THE OUTCOMES (Include required or recommended instructional resources, strategies, learning activities, assignments, etc., that must or could be used to address the goal/outcomes)
<ul style="list-style-type: none"> <li>➤ <i>Students will begin to understand how their lives are shaped by the complex world in which they live.</i></li>   <li>➤ <i>Students will understand that their actions have social, economic and environmental consequences.</i></li> </ul>	<p>Students will discuss, in class, legal cases and their orientation. Students will also share and evaluate their own experiential situations as well as those of other classmates. Students will need to decide on the legality and ethical issues involved and how to professionally deal with these situations.</p> <p>Students will study legal history and see how it influences the law of the hospitality industry today.</p>

### Instructional Methods

This course uses many different instructional methods including: lecture, discussion, analysis of legal cases, in-class exercises, guest speakers, homework assignments, written and experiential projects, and testing. The distance version of the course includes these same methods over the internet.

### Methods of Assessment/Evaluation

Method	% Course Grade
Mid Term and Final Exam worth 20 pts. each	40%
Analysis of cases, homework, and quizzes worth 5 pts. each	30%
Experiential/Written Project (visit to courtroom, negligence ID assignment)	20%
Participation/discussion	10%

### Text(s)

Hotel, Restaurant and Travel Law, Karen Morris; Norman Cournoyer; Anthony Marshall, 7th Edition, © 2007 Cengage Learning - Required

### Bibliography

Hospitality Law: Managing Legal Issues in the Hospitality Industry, 3rd Edition by Stephen Barth, Wiley 2011

Food Safety: Managing the HACCP Process. Ronald F. Cichy, Ph.D., NCE, CHA, CFBE, CHE 8 chapters, ©2005, Softbound, ISBN 0-86612-263-X (Food safety standards presented in the book reflect the 2004 updates to the 2001 U.S. FDA Food Code.)

Managing Beverage Service - with C.A.R.E. Controlling Alcohol Risks Effectively (CARE) Educational Institute of AHLA; Product # 00346TXT01ENGE01  
(book introduces readers to the challenges of managing beverage service in the hospitality environment. Duties and responsibilities of bartenders and servers, Responsible alcohol service, it is also associated with the CARE exam offered by EI)

West's New York Digest; Author: Editorial Staff; Thomson Delmar Publishing; 3rd Edition. Provides Case law.

Fundamentals of Responsible Alcohol Service; National Restaurant Association (Part of ServSafe certification program)

## Other Learning Resources

### Audiovisual

FastTrack Food Safety Essentials; Educational Institute of the AHLA; Copyright 1994. Overview of food safety. Prepares employees for further position-specific training on how to apply the six food safety principles to specific jobs.

### Electronic

Hospitality Law: Managing Legal Issues in the Hospitality Industry, 2nd Edition by Stephen Barth and David K. Hayes. Power Point presentation materials on companion website.

Chapter 6 companion website exercise

:<http://www.delmarlearning.com/companions/content/0766835995/student/index.asp?isbn=0766835995>

<http://www.nraef.org/servsafe/alcohol>

<http://www.nysra.org/> (New state laws)

<http://www.hospitalitylawyer.com>

### Other

Guest Speaker from T.I.P.S and STOP DWI from local area.

ServSafe Certification Program chapters.