

Hospitality Law (HAMG 1340)



Credit: 2 semester credit hours (3 hours lecture)

Prerequisite/Co-requisite: None

Course Description

A course in legal and regulatory requirements that impact the hospitality industry. Topics include Occupational Safety and Health Administration (OSHA), labor regulations, tax laws, tip reporting, franchise regulations, and product liability laws.

Required Textbook and Materials

1. Hospitality Law, 4th edition by Stephen Bharth. ISBN 978-1-118-08563-9
2. A package of #882 Scantrons and #2 pencils.

Course Objectives

Upon completion of this course, the student will be able to:

- Explain the basic legal principles governing the hospitality industry; describe guest relationship. (SCANS: C5.4, C7.4, F6.4)
- List and explain the various laws governing the hospitality industry, (SCANS: C5.4, C7.4, F6.4, F12.4)
- Explain the legal environment in which hotels and restaurants must exist. (SCANS: C5.4, C7.4, F6.4, F12.4)

SCANS Skills and Competencies

Beginning in the late 1980's, the U.S. Department of Labor Secretary's Commission on Achieving Necessary Skills (SCANS) conducted extensive research and interviews with business owners, union leaders, supervisors, and laborers in a wide variety of work settings to determine what knowledge workers needed in order to perform well on a job. In 1991 the Commission announced its findings in *What Work Requires in Schools*. In its research, the Commission determined that "workplace know-how" consists of two elements: foundation skills and workplace competencies.

Course Outline

1. Prevention Philosophy.
2. Government agencies that impact the Hospitality Industry.
3. Hospitality Business Structures.
4. Contract Basics
5. Significant Hospitality contracts.

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6. Legally managing property.
7. Legally selecting employees.
8. Legally managing employees.
9. Your responsibilities as a Hospitality Operator.
10. Your responsibilities as a Hospitality Operator to Guests.
11. Your responsibilities for Guests property.
12. Your responsibilities when serving Food and Beverages.
13. Legal responsibilities in Travel and Tourism.
14. Safety and Security Issues.
15. Managing Insurance.

Grade Scale

90 – 100	A
80 – 89	B
70 – 79	C
60 – 69	D
0 – 59	F

Course Evaluation

Final grades will be calculated according to the following criteria:

Midterm exam	20	%
Final Exam	30	%
Attendance/Class participation/Special functions	50	%

Course Policies

1. No food, drinks, or use of tobacco products in class.
2. Do not bring children to class.
3. No late assignments will be accepted.
4. Tests. Students that miss a test are not allowed to make up the test. Students that miss a test will receive a grade of '0'.
5. If you wish to drop a course, the student is responsible for initiating and completing the drop process. If you stop coming to class and fail to drop the course, you will earn an 'F' in the course.
6. As an instructor I maintain the right to govern my class
7. Inform the instructor if you are going to miss a class.
8. Class participation is encouraged, but disruptive talking is not. You will be warned once and if you persist you will be asked to leave for the remainder of the class. If you continue to disrupt the class in following classes you will be expelled from class and not allowed to return.

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9. Turn off all pagers and phones before entering class. You will receive a warning on the first disruption, you will be asked to leave for any other disturbances.
10. The only people allowed to attend class are those who are enrolled in the class. Therefore, no children are allowed to attend this class.
11. Office hours are posted on my office door. If you need to talk to me please call and make an appointment or come by my office and see me. I am willing to come in and talk with you at other times if an appointment is made.
12. Assignments are due on the date specified. If it is not turned in on time I reserve the right not to grade or remove 10 points per late class day
13. During testing, please remove all material from desk.
14. The instructor has the right to assign seats or change seats at any time during the semester. The instructor also has the right to add other policies that maybe appropriate as needed
15. Other class assignments may be added to your assignment as they come up.

Disabilities Statement

The Americans with Disabilities Act of 1992 and Section 504 of the Rehabilitation Act of 1973 are federal anti-discrimination statutes that provide comprehensive civil rights for persons with disabilities. Among other things, these statutes require that all students with documented disabilities be guaranteed a learning environment that provides for reasonable accommodations for their disabilities. If you believe you have a disability requiring an accommodation, please contact the Special Populations Coordinator at (409) 880-1737 or visit the office in Student Services, Cecil Beeson Building.

Course Schedule

Week	Topic	Reference
1	Prevention Philosophy	pp 1-17
2	Government agencies that impact the Hospitality Industry	pp 19-66
3	Hospitality Business Structures	pp 67-90
4	Contract Basics	pp 91-116
5	Significant Hospitality Contracts	pp 117-156
6	Legally Managing Property	pp 157-187
7	Legally Selecting Employees	pp 189-221
8	Legally Managing Employees	pp 223-268
9	Your Responsibilities as a Hospitality Operator	pp 269-293
10	Your responsibilities as a Hospitality Operator to Guests	pp 295-320
11	Your responsibilities for Guests Property	pp 321-338

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12	Your responsibilities when serving Food and Beverages	pp 339-365
13	Legal Responsibilities in Travel and Tourism	pp 367-409
14	Safety and Security Issues	pp 411-452
15	Managing Insurance	pp 453-469
16	Review	

Contact Information:

Instructor: Vinod K. Khatri
Office: MPC 215
Telephone: (409) 839-2045
Cell: (409) 363-9218
E-mail: vinod.khatri@lit.edu
Office Hours: Posted on the office door or by appointment.