

BERGEN COMMUNITY COLLEGE
DIVISION OF BUSINESS, ARTS & SOCIAL SCIENCE
DEPARTMENT OF LEGAL STUDIES
COURSE OUTLINE

COURSE TITLE:

HRM/LGL-219 – Hospitality Law

PROFESSOR:.

PREREQUISITES:

HRM-101

CREDITS/HOURS:

3 credits; 3 hours lecture

COURSE CLASSIFICATION:

HRM/LGL-219 Hospitality Law is a required core course for the Hospitality Management and Event Planning and Management AAS degrees, and the Certificate in Hospitality Management, in the Hotel/Restaurant/Hospitality Department. As a restricted elective course it may be used to complete the requirements for any other Certificate or Degree Program in the Hotel/Restaurant/Hospitality Department.

COURSE DESCRIPTION:

HRM/LGL-219 Hospitality Law provides industry specific legal fundamentals to students and practicing professionals in the hospitality industry. It introduces basic foundations and principles of the law affecting the hospitality industry and introduces guidelines and techniques that show managers how to manage preventively and apply a practical legal awareness to their actions.

STUDENT LEARNING OBJECTIVES:

Student participants will:

1. Describe hospitality examples of the importance of Selection, Teaching, Education, and Managing in the STEM process;
2. Apply the seven criteria for ethical behavior to a particular situation;
3. Identify a Code of Conduct for a chosen facility;
4. Explain the concept of "fiduciary responsibility" and ethics;
5. Discuss the concept of a "franchise";

6. Research "legality" as a major component required of an enforceable contract;
7. Discuss "breach of contract";
8. List and describe those clauses essential to contracts utilized when providing products and services to guests;
9. Identify the essential contract clauses that protect a hotel when contracting to provide space and food products for a large wedding party;
10. Show the differences between an express warranty, and an implied warranty;
11. Indicate some exceptions to the at-will employment doctrine;
12. Define the concepts of Zero Tolerance, Prevention, Investigation, and Resolution as they refer to sexual harassment;
13. Explain the difference between a breach of contract, a crime, and a tort;
14. Study examples of strict liability as applied to hospitality managers offering food, lodging and entertainment products;
15. Explain the purposes and Identify the limitations of "Exculpatory Statements" posted in areas of the hospitality facility;
16. Analyze the four-step safety and security management method;
17. Assess the pros and cons of self-insurance in the area of workers' compensation.

MEANS OF ASSESSMENT:

EVALUATION AND GRADING:

The grading system used in this course will count class participation, homework and projects. The following allocation will be used:

- a. Class Participation 20%
When a student is absent from one or more classes, a class participation grade cannot be recorded for those absences on those days since the student was not there to earn a grade.
- b. Homework (12) 36%
Since homework is due on every class day, the homework assignment due that day is to be submitted at the very next class. There will be a penalty of one-half of the grade thereafter.
- c. Mid Term Project (1) 22%
Since the Mid Term project is a team effort, each student will earn 22 % of their grade. If the Mid Term is due on a day the student is

absent, there will be penalty of 23 percent (5%) of the 22% for that student. e.g (22% minus 5% equals 17%).The remaining team members will earn their entire grade.

- d. Final Project (1) 22%
Since the Final project is a team effort, each student will earn 22 % of their grade. If the Mid Term is due on a day the student is absent, there will be penalty of 23 percent (5%) of the 22% for that student. e.g (22% minus 5% equals 17%).The remaining team members will earn their entire grade.

Total Grade Percent 100%

NOTE: In borderline cases, which arise in almost every class each semester, a student's attitude and observed effort will be considered in helping to determine the student's final grade.

TEXTBOOK:

Barth, Steven. Hospitality Law, 3rd ed. John Wiley & Sons, Hoboken, NJ 2009

OTHER COURSE REQUIREMENTS:

The attendance book will be available during the class; be sure to check in, otherwise you will be carried in the roll book as being absent.

If the student's schedule and the instructor's office hours conflict, an appointment must be made to meet with the instructor at a time which is convenient to both. It is the student's responsibility to discuss any problem he/she may have in this course with the instructor as soon as possible, so that counseling, advice and/or tutoring can be arranged if needed.

The use of cell phones in class is prohibited. CELL PHONES MUST BE TURNED OFF WHILE IN CLASS. If a cell phone rings while a student is in class, the student will be asked to leave and will be considered absent for the day.

If the student MUST receive an emergency call during class, the cell phone MUST be on vibrate or other noiseless indicator, and the student will leave the class quietly so as not to disturb the instructor or other students. If an emergency call is expected, the student must notify the instructor before the class starts.

Students who require accommodations by the American with Disabilities Act (ADA) can request support services from the Office of Specialized Services of Bergen Community College, 201-612-5270 or <http://www.bergen.edu/pages/676.asp>

RESOURCES:

Dopson, L. R., Hayes, D. K. and Miller, J. E. Food and Beverage Cost Control, 4th ed. John Wiley & Sons, Hoboken, NJ 2008

Morris, K. L., Cournoyer, N. G., and Marshall, A. G. Hotel, Restaurant, and Travel Law: A preventive Approach 7th ed. Thomson Delmar Learning, Clifton Park, NY 2008

National Restaurant Association Educational Foundation, Hospitality and Restaurant Management: Competency Guide. Pearson/Prentice Hall, Upper Saddle River, NJ 2007

Vallen, J.J. Check In-Check Out: Managing Hotel Operations, 8th ed. Pearson/Prentice Hall, Upper Saddle River, NJ 2009

Walker, J. R. and Lundberg, D. E. The Restaurant: From Concept to Operation 4th ed. John Wiley & Sons, Hoboken, NJ 2005

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Department of Legal and Related Studies
COURSE CALENDAR
HRM/LGL-219 Hospitality Law

Homework

Week 1.	_____	Chapter 1	Pg 17, #8
Week 2.	_____	Chapter 2	Pg 62, #5
Week 3.	_____	Chapter 3	Pg 83, #9
Week 4.	_____	Chapter 4	Pg 109, #7
Week 5.	_____	Chapter 5	Pg 147, #7
Week 6.	_____	Chapter 6	Pg 179, #7
Week 7.	_____	Chapter 7	Pg 212, #8
Week 8.	_____	Chapter 8	Ch 4, Pg 110 TEAM <i>Mid Term Due</i>
Week 9.	_____	Chapter 9	Pg 282, #5
Week 10.	_____	Chapter 10	Pg 307, #7
Week 11.	_____	Chapter 11, 12	Pg 326, #5, #6
Week 12.	_____	Chapter 13	Pg 393, #2, #3
Week 13.	_____	Chapter 14	Pg 435, #5
Week 14.	_____	Chapter 15	
Week 15.	_____	Ch 15, Pg 453	TEAM <i>Final Due</i>

NOTE: This Lesson Schedule is Subject to Change by the Instructor.