

## OUTCOMES BASED LEARNING MATRIX

**Course:** BUSN 107 Hospitality Law

**Department:** Business Administration

**Description:** A study of the legal principles governing hospitality operations including common law; contracts; laws of tort and negligence; hotel-guest relationship; laws regarding food, food service, and alcoholic beverages; and employment laws. This course also covers legal issues in travel and tourism, including those associated with transportation, travel agents, tour operators, and gaming.

Core Competencies for outcomes activities and assessment tools: Written Communication (WC); Critical & Creative Thinking (CCT); Integrative Learning (IG); Oral Communications (OC); Quantitative Literacy (QL); Global Learning (GL); Information Literacy (IL) and Civic Engagement (CE).

<b>*COURSE OUTCOMES</b>	<b>OUTCOMES ACTIVITIES</b>	<b>ASSESSMENT TOOLS</b>
1. Introduce students to the study of hospitality law and its impact on the hospitality industry.	<ul style="list-style-type: none"> <li>a. Explore the origins of law. (CCT, IL, GL )</li> <li>b. Explore how changes in society impact the legal environment and the business. (CCT, IL, GL )</li> <li>c. Discuss the philosophy of prevention management to minimize litigation (CCT, IL, GL )</li> </ul>	a. Analyze readings and cases to identify relevant laws (WC, C & CCT, IL, GL)
2. Recognize legal and ethical issues in the hospitality industry.	<ul style="list-style-type: none"> <li>a. Use current examples of ethical issues that influence the hospitality industry. (CCT, WC)</li> <li>b. Analyze a variety of corporate policies related to ethics and conduct. (CCT)</li> </ul>	a. Analyze and report on ethical issues as they relate to a variety of businesses in the hospitality industry and prepare reports applying legal theory. (CCT, IG, WC)
3. Understand how Federal, State, and Local government agencies impact the hospitality industry	<ul style="list-style-type: none"> <li>a. Analyze a variety of regulatory agencies and the regulatory process. (CCT, IL, IG, WC)</li> <li>b. Understand how to manage conflicting regulations (CCT, IL, IG, WC)</li> <li>c. Explore the process for responding to an inquiry from a regulatory agency. (CCT, IL, IG, WC)</li> <li>d. Explore the importance of keeping informed of regulatory changes and their impact on the hospitality industry.</li> </ul>	a. Analyze readings, examples and cases related to Federal, State, and Local Regulations that impact the hospitality industry and prepare reports applying legal theory. (CCT, IG, IL, WC)

<p>4. Understand the agency relationship between businesses and their employees</p>	<p>a. Explore the three major types of employer-employee relationships (CCT, IL, IG, WC)  b. Explore the theory of liability as it relates to the employer-employee relationship (CCT, IL, IG, WC)</p>	<p>a. Analyze readings, examples and cases related to the agency relationship and its impact on company liability. (CCT, IL, IG, WC)</p>
<p>5. Understand the general requirements related to business contracts and explore contracts specifically related to the hospitality industry.</p>	<p>a. Explore the basic elements necessary for a valid, binding contract. (CCT, IL, IG, WC)  b. Explore the Uniform Commercial Code as it relates to purchase agreements and sales contracts in the hospitality industry (CCT, IL, IG, WC)  c. Explore what constitutes breach of contract, including anticipatory breach. (CCT, IL, IG, WC, QL)  d. Explore the range of remedies available for breach of contract. (CCT, IL, IG, WC, QL)  e. Explore a variety of specialized clauses commonly used in hospitality contracts.</p>	<p>a. Analyze readings, examples and cases related to business and hospitality contracts and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>
<p>6. Understand the legal aspects of selecting and managing employees.</p>	<p>a. Utilize job descriptions, qualifications and other tools for legally selecting employees. (CCT, IL, IG, WC)  b. Explore employment discrimination laws and understand their impact on the hiring process. (CCT, IL, IG, WC)  c. Understand the requirements for verifying work eligibility. (CCT, IL, IG, WC)  d. Explore issues of workplace discrimination and review procedures to minimize employer risk. (CCT, IL, IG, WC)  e. Explore the legal aspects of compensating and evaluating employees(CCT, IL, IG, WC)</p>	<p>a. Analyze readings, examples and cases related to selecting and managing employees and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>
<p>7. Understand the duties and responsibilities as a Hospitality operator.</p>	<p>a. Discuss theories of liability in relation to duty of care, torts, and negligence. (CCT, IL, IG, WC)  b. Discuss appropriate preventive measures and appropriate processes and actions to take to address claims against the business. (CCT, IL, IG, WC)  c.</p>	<p>a. Analyze readings, examples and cases related to liability and claims and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>

<p>8. Understand the Hospitality Operators responsibility to guests and their property</p>	<p>a. Discuss the distinction between guests and tenants. (CCT, IL, IG, WC)  b. Understand the legal responsibility to guests and when access can be denied. (CCT, IL, IG, WC)  c. Explore the legal obligation to protect a guest's privacy and to provide a safe environment including compliance with the ADA. (CCT, IL, IG, WC)  d. Explore procedures to remove guests safely and legally. (CCT, IL, IG, WC)  e. Discuss the legal responsibility to safeguard guest's property. (CCT, IL, IG, WC)  f. Discuss potential liabilities associated with guest's property and procedures for limiting liability. (CCT, IL, IG, WC)</p>	<p>a. Analyze readings, examples and cases related to the responsibility to guests and their property and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>
<p>9. Understand the Hospitality Operators responsibilities when serving food and beverages</p>	<p>a. Explore legal responsibilities related to the sale of food and compliance with laws to ensure accuracy in menus. (CCT, IL, IG, WC)  b. Explore the legal responsibility and liability associated to serving alcohol. (CCT, IL, IG, WC)</p>	<p>a. Analyze readings, examples and cases related the legal responsibility and liability of serving food and alcohol and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>
<p>10. Understand liability as it relates to casinos, resorts and other specialized destinations</p>	<p>a. Explore issues of jurisdiction as they relate to travel related cases. (CCT, IL, IG, WC)  b. Explore potential liability related to gaming, resorts and specialized destinations. (CCT, IL, IG, WC)</p>	<p>a. Analyze readings, examples and cases related to liability associated with casinos, resorts and specialized destinations and prepare reports applying legal theory. (CCT, IL, IG, WC)</p>
<p>11. Identify ways to minimize financial loss by exploring types of insurance required of Hospitality Operators</p>	<p>a. Explore types of coverage related to the hospitality industry. (CCT, IL, IG, WC, QL)</p>	<p>a. Analyze readings, examples and cases related to insurance and the protection of the business and prepare reports applying legal theory. (CCT, IL, IG, WC, QL)</p>
<p>12. Strengthen Core Competencies** in order to increase success in this and other courses and in the workplace</p>	<p>a. Referenced above</p>	<p>a. Oral Discussions, Exams, Quizzes, and Case Analysis</p>