

**J. Sargeant Reynolds Community College  
Course Content Summary**

**Course Prefix and Number:** HRI 275

**Credits:** 3

**Course Title:** Hospitality Law

**Course Description:** Studies legal principles governing hospitality operations. Includes applications of common law and statutory decisions, discussion of legal theory, and regulations governing management of hospitality enterprise. Lecture 3 hours per week.

**General Course Purpose:** This course is designed to explore the laws and other guidelines to operating a food service operation that follows federal, state, and local laws.

**Prerequisites and Co-requisites:**

Prerequisites: None

**Student Learning Outcomes:**

Upon completing the course, the student will be able to:

- a. Describe the development of rules regarding the rights and liabilities of innkeepers under the common law system, as well as the ways in which contract law, tort law, and negligence law affect the hotelkeeper;
- b. Describe a hotel's duty under the common law to receive guests and the circumstances under which it can refuse to accommodate potential guests or can evict guests or others;
- c. Explain a guest's right to privacy and a hotel's affirmative duty not to allow unregistered and unauthorized third parties access to guestrooms;
- d. State the purpose of the Americans with Disabilities Act (ADA) and briefly describe how Title III of the Act affects lodging and food service establishments;
- e. Describe the hotel's obligation to protect its guests;
- f. Identify the steps a hotel must take to limit its liability for loss of guest valuables;
- g. Describe the procedures a hotel must follow if a guest dies while at the hotel;
- h. Identify the general state restrictions typically placed on food service operations and on operations licensed to sell alcohol for on-premises consumption;
- i. Identify which employers are subject to the Family and Medical Leave Act (FMLA), and which employees are eligible for leave and related benefits under the Act;
- j. State the essential elements of several laws barring discrimination in employment;
- k. Identify general prohibitions outlined in the Employee Polygraph Protection Act of 1988;
- l. Describe the provisions of the Immigration Reform and Control Act of 1986;
- m. State the conditions under which tips are not considered wages;
- n. List OSHA's major functions;
- o. Define "telephone resale" as it applies to lodging establishments;
- p. Name the three major copyright associations, and explain when royalties are payable;
- q. Describe the Occupational Safety and Health Administration regulations on fire brigades;
- r. State the purpose of the federal antitrust laws;
- s. List some of the typical provisions of a franchise contract; and
- t. Describe privacy, antitrust, copyright, and employee use issues as they relate to the Internet.

**Major Topics to Be Included:**

- a. This course consists of the study of legal principles governing hospitality operations, including applications of common law and statutory decisions, discussion of legal theory, and regulations governing management of hospitality enterprises.

**Date Created/Updated (Month, Day, and Year):** January 14, 2019