

**NOVA COLLEGE-WIDE COURSE CONTENT SUMMARY  
HRI 275 - HOSPITALITY LAW (3 CR.)**

*Revised 01/2012*

**Course Description**

Studies the laws and regulations applicable to the ownership and operation of food and lodging operations. Includes duties to guests, employees, and third parties, and liabilities for personal injuries and damages. Lecture 3 hours per week.

**General Course Purpose**

The general goal is to familiarize the hospitality student with the essential principles of the various areas of law that affect the hospitality industry. The course focuses on the action hospitality managers should take to prevent or reduce the chances of litigation.

Hospitality Law is a one semester, three-credit course. It is required of all students pursuing an Associate in Applied Science Degree in Hospitality Management.

**Course Prerequisites/Co-requisites**

None

**Course Objective**

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

- Evaluate the application of public accommodation laws to the hospitality operation
- Discuss hotel liability issues from the standpoint of personal injury, as well as loss or damage to the belongings of a guest
- Demonstrate awareness of various human resource related laws including ADA
- Define and identify what sexual harassment is and what role companies need to take for its prevention
- Differentiate between a guest and one who is not a guest of a lodging operation as interpreted by the law
- Identify management practices that will insure the safety of staff and guests. These management practices pertain to OSHA, guest security, fire safety, and other public liability issues including third party liquor liability
- Define the three essential elements of a “contract” and recognize breaches of contracts in hospitality law cases
- Know how zoning and local ordinances affect hospitality businesses
- Recognize illegal hiring questions
- Understand that hotel and food operations differ on what rights and duties they owe customers

**Major Topics to be Included**

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| • Hospitality law / organizational structures | • Employment law                        |
| • Government regulation in hospitality        | • Legally Selecting Employees           |
| • Government Agencies in Hospitality          | • Legally Managing Employees            |
| • Contracts – elements, formation, breach     | • Legally Managing Property             |
| • Legal Responsibilities in Travel & Tourism  | • Hospitality Operator Responsibilities |
|   | • Guests and Guests’ Property           |
|   | • Safety and Security Issues            |
|   | • Serving Food and Alcohol              |
|   | • Insurance - Importance                |