



Western Technical College

10317171 Hospitality Laws & Trends

Course Outcome Summary

Course Information

Description	A study encompassing legal aspects and their implications for the hospitality industry. Litigation problems or real case studies covering the legal responsibilities of guests and operators, contracts, torts, negligence, developing judgment ability, and ADA will all be included. Emphasis will be on practical application of the laws for the manager.
Career Cluster	Hospitality and Tourism
Instructional Level	Associate Degree Courses
Total Credits	2
Total Hours	36

Textbooks

Hospitality Law. 5th Edition. Copyright 2017. Barth, Stephen C. Publisher: John Wiley & Sons, Inc. **ISBN-13:** 978-1-119-30504-0. Required.

Program Outcomes

1. Manage food service operations.

Course Competencies

1. **Manage legal problems that relate to the food service industry.**

Assessment Strategies

- 1.1. Case Study
- 1.2. Written Objective Test

Criteria

You will know you are successful when

- 1.1. you identify what happened in the case study.
- 1.2. you apply the laws to the violations.
- 1.3. you develop strategies to avoid litigation.

Learning Objectives

- 1.a. Identify federal, state, and local laws that apply to the foodservice industry.
- 1.b. Avoid litigation in the workplace.

2. Categorize the organizational business structures used by restaurants.

Assessment Strategies

- 2.1. Written Objective Test
- 2.2. Case Study
- 2.3. Reflection

Criteria

You will know you are successful when

- 2.1. you describe each business organizations advantages.
- 2.2. you describe each business organizations disadvantages.
- 2.3. you differentiate between the organizational business structures.
- 2.4. you explain why a restaurant should pick a certain business organization.

Learning Objectives

- 2.a. Describe a sole proprietorship, limited liability corporation, partnership, corporation, and an S-Corp.
- 2.b. Summarize the advantages/disadvantages of each business structure.
- 2.c. Determine which business organization is best for different restaurants.

3. Access government websites to obtain updated laws regarding the food service industry.

Assessment Strategies

- 3.1. Demonstration
- 3.2. Report

Criteria

You will know you are successful when

- 3.1. you locate government agency websites.
- 3.2. you choose the correct agency to find related laws.
- 3.3. you report information from the website to the class.

Learning Objectives

- 3.a. Locate government agency websites on Internet.
- 3.b. Follow website instructions to locate pertinent information.
- 3.c. Navigate various government websites to obtain current laws.

4. Summarize types of insurance coverage needed by all restaurants.

Assessment Strategies

- 4.1. Written Objective Test
- 4.2. Case Study

Criteria

You will know you are successful when

- 4.1. you differentiate between six types of restaurant insurance.
- 4.2. you recognize the importance of the six types of insurance.
- 4.3. you identify the legal ramifications of not having proper insurance in place.

Learning Objectives

- 4.a. Name types of insurance needs.
- 4.b. Detail property/casualty, liability, employee liability, dram shop, health/dental/vision, and workers' compensation insurances.
- 4.c. Protect restaurant assets/employees with corresponding insurance.

5. Characterize the legal issues that arise in employee selection.

Assessment Strategies

- 5.1. Case Study
- 5.2. Written Objective Test

Criteria

You will know you are successful when

- 5.1. you ensure fairness and compliance with the law in the employee selection process.
- 5.2. you describe the essential functions of a job description.
- 5.3. you explain child labor laws.
- 5.4. you detail the verification of work eligibility process.

Learning Objectives

- 5.a. Examine the basic procedures applicable to the use of job descriptions and job qualifications.
- 5.b. Describe applicant selection devices including applications, interviews, testing, background checks, references, and writing classified advertisements.
- 5.c. Avoid certain practices relative to civil rights, persons with disabilities, and age discrimination when making employee selection decisions.
- 5.d. Discuss details about applicant's eligibility to legally work in the United States.
- 5.e. Recognize issues related to the employment of youth under 18 years of age.

6. Review a manager's legal responsibility to customers with an emphasis on the Americans with Disabilities Act (ADA).

Assessment Strategies

- 6.1. Case Study
- 6.2. Written Objective Test

Criteria

You will know you are successful when

- 6.1. you identify the four ADA compliance priorities.
- 6.2. you follow the five ADA steps to determine if changes in a property are reasonable.
- 6.3. you describe a safe environment for customers.
- 6.4. you define bailments that benefit the bailor, the bailee, and both parties.
- 6.5. you distinguish the difference between detained, mislaid, lost, and abandoned property.

Learning Objectives

- 6.a. Detail Americans with Disabilities Act (ADA) compliance involving the removal of physical barriers.
- 6.b. Determine the "reasonableness" of ADA compliance.
- 6.c. Recognize a managers responsibility to operate a facility properly and safely.
- 6.d. Differentiate between the three types of bailments.
- 6.e. Examine different types of property.

7. Explain the legal responsibilities of serving food and beverages.

Assessment Strategies

- 7.1. Case Study
- 7.2. Oral Presentation
- 7.3. Written Objective Test

Criteria

You will know you are successful when

- 7.1. you recognize how the UCC is involved with the service of food safe for human consumption.
- 7.2. you describe preparation style, ingredients, origin, size, health claims, nutrient claims, and health benefits according to Truth-in-Menu regulations.
- 7.3. you recognize the seriousness of serving alcohol.
- 7.4. you distinguish between first, second, and third party liability.

Learning Objectives

- 7.a. Define the Uniform Commercial Code (UCC).
- 7.b. Examine Truth-in-Menu laws.
- 7.c. Summarize the effects of blood alcohol levels (BAL).
- 7.d. Explain alcohol service liability.