

HOSPITALITY MANAGEMENT LEGAL ENVIRONMENT
HMGT 3601
Semester Year

Instructor	Course Section	
E-mail	Day	
Phone	Location	
Office	Time	
Office Hours	Class Hours	3
	Lab Hours	0
	Credits	3

Department Mission Statement

The Hospitality Management Department of New York City College of Technology educates students for careers in the hospitality industry through foundational knowledge of hospitality operations and experiences that cultivate diverse perspectives, lifelong learning, collaboration, and community engagement.

Program Learning Outcomes

To graduate students who

1. identify and demonstrate skills relevant to the operational areas of hospitality management. (PLO #1)
2. utilize the dynamics of collaboration in diverse settings. (PLO #2)
3. demonstrate effective communication skills. (PLO #3)
4. exhibit the analytical and social skills essential for success in the global workplace. (PLO #4)
5. value and integrate lifelong learning, civic engagement, ethical reasoning, and social responsibility. (PLO #5)

Course Description

Overview of legal implications of acts by hospitality professionals, employees, guests and visitors. Analysis of rights, responsibilities and risk management of hospitality industry establishments. Discussion of historical and current liability, governmental regulations, predictability and provability in the environment.

Prerequisites

HMGT 2302, HMGT 2303, HMGT 2304, HMGT 2305

Course Objectives

Upon completion of HMGT 3601, students will be able to:

- a. Comprehend basic contract law, City, State and Federal Civil Rights Law and the variety of laws that apply to the employment setting.
- b. Extend legal reasoning to business formation and operation.
- c. Recognize the importance of risk management in the everyday operations of a hospitality entity.
- d. Describe a hotel's duty under common law to receive guests, its obligation to protect its guests, steps in limiting its liability for loss of guest valuables.
- e. Explain food and beverage sales warranty of merchantability, restaurants as insurers of wholesome food.

Student Learning Outcomes	Method of Assessment
a. Solve case scenarios applicable to hospitality law (HMGT Knowledge; PLO #5)	Case studies/Quizzes
b. Apply legal reasoning to business formation and operation (Gen Ed: Integration HMGT: Knowledge)	Case studies/Quizzes
c. Analyze risk management. (Gen Ed: Integration HMGT: Knowledge)	Case studies/Quizzes. Participation
d. Assess a hotel's common law duty in regards to its guests. (HMGT Knowledge)	Midterm exam, Final exam
e. Prepare a comprehensive report examining the food and beverage sales warranty (Gen Ed: Skills)	Case studies/Quizzes

Grading Procedure

Participation	15 %
Case studies/Quizzes	30 %
Midterm exam	25 %
Final exam	<u>30 %</u>
TOTAL	100%

Assignments

Participation

At the start of each class meeting, student will have answers a question that will prompt the daily course objective. If a student is late or does not attend the meeting, they will not be able to participate in this assignment. Each assignment is worth one point for a total of 15 points for the semester.

Case studies/Quizzes

Students will be assigned to write a summary and answer questions pertaining to various assigned case studies, including a Critical Thinking Case Study which will be assessed by the Critical Thinking Value Rubric included in this syllabus.

Midterm exam

A mid-term examination will be administered in week 7 of the semester.

Final exam

A cumulative final exam will be administered at the end of the semester

Grading System

A	93 – 100
A-	90 – 92.9
B+	87 – 89.9
B	83 – 86.9
B-	80 -- 82.9
C+	77 – 77.9
C	70 – 76.9
D	60 – 69.9
F	59.9 and below

Required Text

No Required Text: this is an OER course: <https://openlab.citytech.cuny.edu/hmgt3601-oer/>

Suggested Texts and Readings

Jeffries, J. (2019). *Understanding hospitality law (5th ed.)*. Educational Institute of America Hotel & Motel Association.

OER. (2017). *Advanced business law and the legal environment*.

https://saylordotorg.github.io/text_advanced-business-law-and-the-legal-environment/index.html

Labor Laws and Issues <https://www.usa.gov/labor-laws>

**New York City College of Technology, CUNY
Department of Hospitality Management**

<p>Explanation of issues</p>	<p style="text-align: center;"><input type="checkbox"/> 4 points</p> <p>Issue/problem to be considered critically is stated clearly and described comprehensively, delivering all relevant information necessary for full understanding</p>	<p style="text-align: center;"><input type="checkbox"/> 3 points</p> <p>Issue/problem to be considered critically is stated, described, and clarified so that understanding is not seriously impeded by omissions.</p>	<p style="text-align: center;"><input type="checkbox"/> 2 points</p> <p>Issue/problem to be considered critically is stated but description leaves some terms undefined, ambiguities unexplored, boundaries undetermined, and/or backgrounds unknown.</p>	<p style="text-align: center;"><input type="checkbox"/> 1 point</p> <p>Issue/problem to be considered critically is stated without clarification or description.</p>
<p>Evidence Selecting and using information to investigate a point of view or conclusion</p>	<p style="text-align: center;"><input type="checkbox"/> 4 points</p> <p>Information is taken from source(s) with enough interpretation/evaluation to develop a comprehensive analysis or synthesis. Viewpoints of experts are questioned thoroughly.</p>	<p style="text-align: center;"><input type="checkbox"/> 3 points</p> <p>Information is taken from source(s) with enough interpretation/evaluation to develop a coherent analysis or synthesis. Viewpoints of experts are subject to questioning.</p>	<p style="text-align: center;"><input type="checkbox"/> 2 points</p> <p>Information is taken from source(s) with some interpretation/evaluation, but not enough to develop a coherent analysis or synthesis. Viewpoints of experts are taken as mostly fact, with little questioning</p>	<p style="text-align: center;"><input type="checkbox"/> 1 point</p> <p>Information is taken from source(s) without any interpretation/evaluation. Viewpoints of experts are taken as fact, without question.</p>
<p>Influence of context and assumptions</p>	<p style="text-align: center;"><input type="checkbox"/> 4 points</p> <p>Thoroughly (systematically and methodically) analyzes own and others' assumptions and carefully evaluates the relevance of contexts when presenting a position.</p>	<p style="text-align: center;"><input type="checkbox"/> 3 points</p> <p>Identifies own and others' assumptions and several relevant contexts when presenting a position.</p>	<p style="text-align: center;"><input type="checkbox"/> 2 points</p> <p>Questions some assumptions. Identifies several relevant contexts when presenting a position. May be more aware of others' assumptions than one's own (or vice versa)</p>	<p style="text-align: center;"><input type="checkbox"/> 1 point</p> <p>Shows an emerging awareness of present assumptions (sometimes labels assertions as assumptions). Begins to identify some contexts when presenting a position.</p>
<p>Student's position (perspective, thesis/hypothesis)</p>	<p style="text-align: center;"><input type="checkbox"/> 4 points</p> <p>Specific position (perspective, thesis/hypothesis) is imaginative, taking into account the complexities of an issue. Limits of position (perspective, thesis/hypothesis) are acknowledged. Others' points of view are synthesized within position (perspective, thesis/hypothesis).</p>	<p style="text-align: center;"><input type="checkbox"/> 3 points</p> <p>Specific position (perspective, thesis/hypothesis) takes into account the complexities of an issue. Others' points of view are acknowledged within position (perspective, thesis/hypothesis).</p>	<p style="text-align: center;"><input type="checkbox"/> 2 points</p> <p>Specific position (perspective, thesis/hypothesis) acknowledges different sides of an issue.</p>	<p style="text-align: center;"><input type="checkbox"/> 1 point</p> <p>Specific position (perspective, thesis/hypothesis) is stated, but is simplistic and obvious.</p>
<p>Conclusions and related outcomes (implications and consequences)</p>	<p style="text-align: center;"><input type="checkbox"/> 4 points</p> <p>Conclusions and related outcomes (consequences and implications) are logical and reflect student's informed evaluation and ability to place evidence and perspectives discussed in priority order.</p>	<p style="text-align: center;"><input type="checkbox"/> 3 points</p> <p>Conclusion is logically tied to a range of information, including opposing viewpoints; related outcomes (consequences and implications) are identified clearly.</p>	<p style="text-align: center;"><input type="checkbox"/> 2 points</p> <p>Conclusion is logically tied to information (because information is chosen to fit the desired conclusion); some related outcomes (consequences and implications) are identified clearly.</p>	<p style="text-align: center;"><input type="checkbox"/> 1 point</p> <p>Conclusion is inconsistently tied to some of the information discussed; related outcomes (consequences and implications) are oversimplified.</p>

Critical Thinking Value Rubric

Total Points (out of 20) _____

Selected Bibliography

Liuzzo, A, (2019). *Essentials of business law (10th ed.)*. McGraw-Hill.

Kubasek, N. (2019) *Dynamic business law: the essentials (4th ed.)*. McGraw-Hill.

Langvardt, A, (2019) *Business law: the ethical, global and e-commerce environment. (17th ed.)*.
McGraw-Hill.

Barnes, A. (2018). *Law for Business (13th ed.)*. McGraw-Hill

Class Meeting Schedule

WEEK	DATE	LECTURE TOPICS	REQUIRED READING	ASSIGNMENT DUE/EXAM
1		INTRODUCTION, ETHICS & THE LAW	WEEK 1 PPT	WEEK 1 CASE STUDY
2		BUSINESS CONTRACTS	WEEK 2 PPT	WEEK 2 CASE STUDY
3		PROPERTY RIGHTS	WEEK 3 PPT	WEEK 3 CASE STUDY
4		HIRING & DISCRIMINATION	WEEK 4 PPT	WEEK 4 CASE STUDY
5		SEXUAL HARASSMENT	WEEK 5 PPT	WEEK 5 CASE STUDY
6		DUTY OF CARE	WEEK 6 PPT	WEEK 6 CASE STUDY
7		MID-TERM EXAMINATION		MID-TERM EXAM
8		GUESTS' PRIVACY	WEEK 8 PPT	WEEK 8 CASE STUDY
9		GUESTS' PROPERTY	WEEK 9 PPT	WEEK 9 CASE STUDY
10		RESPONSIBLE ALCOHOL SERVICE	WEEK 10 PPT	WEEK 10 CASE STUDY
11		TRAVEL LAWS	WEEK 11 PPT	WEEK 11 CASE STUDY
12		SAFETY AND SECURITY PROGRAMS	WEEK 12 PPT	WEEK 12 CASE STUDY
13		INTRODUCTION TO INSURANCE	WEEK 13 PPT	WEEK 13 CASE STUDY
14		REVIEW FOR FINAL EXAM	WEEK 14 PPT	WEEK 14 CASE STUDY

15		FINAL EXAMINATION		FINAL EXAM
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Diversity and Inclusive Education

This course welcomes students from all backgrounds, experiences and perspectives. In accordance with the City Tech and CUNY missions, this course intends to provide an atmosphere of inclusion, respect, and the mutual appreciation of differences so that together we can create an environment in which all students can flourish. It is the instructor's goal to provide materials and activities that are welcoming and accommodating of diversity in all of its forms, including race, gender identity and presentation, ethnicity, national origin, religion, cultural identity, socioeconomic background, sexuality and sexual orientation, ability, neurodivergence, age, and etc. Your instructor is committed to equity and actively seeks ways to challenge institutional racism, sexism, ableism and other forms of prejudice. Your input is encouraged and appreciated. If a dynamic that you observe or experience in the course concerns you, you may respectfully inform your instructor without fear of how your concerns will affect your grade. Let your instructor know how to improve the effectiveness of the course for you personally, or for other students or student groups. We acknowledge that NYCCT is located on the traditional homelands of the Canarsie and Lenape peoples.

Student Accessibility

Qualified students with disabilities, under applicable federal, state, and city laws, seeking reasonable accommodations or academic adjustments must contact the Center for Student Accessibility for information on City Tech's policies and procedures to obtain such services. Students with questions on eligibility or the need for temporary disability services should also contact the Center at The Center for Student Accessibility:
300 Jay Street, room L-237, 718 260 5143. <http://www.citytech.cuny.edu/accessibility/>

Professionalism and Participation

The Department of Hospitality Management follows industry standards in order to educate, develop and mentor future hospitality and tourism professionals. In order to successfully complete a course, students must consistently participate in class and meet deadlines

NYC College of Technology Statement on Academic Integrity

Students and all others who work with information, ideas, texts, images, music, inventions, and other intellectual property owe their audience and sources accuracy and honesty in using, crediting, and citing sources. As a community of intellectual and professional workers, the College recognizes its responsibility for providing instruction in information literacy and academic integrity, offering models of good practice, and responding vigilantly and appropriately to infractions of academic integrity. Accordingly, academic dishonesty is prohibited in The City University of New York and at New York City College of Technology and is punishable by penalties, including failing grades, suspension, and expulsion.

As stated in the Academic Integrity Policy Manual,
"academic dishonesty occurs when individuals plagiarize or cheat in the course of their academic work. Plagiarism is the presenting of someone else's ideas without proper credit or attribution. Cheating is the unauthorized use or attempted use of material, information, notes, study aids, devices or communication during an academic exercise."

The complete text of the College Academic Integrity Policy Manual may be found on the College website.

Statement of Classroom Behavior

Each student has the right to study and learn in a comfortable, safe, supportive environment that promotes self-esteem – free of fear, humiliation, intimidation, offensive or suggestive language.

Use of Electronic Devices

The use of cellular phones and audio equipment in all academic and study areas of the college is prohibited. Students are not permitted to take calls or text message during class. Students may not use their cell phones as calculators. In some instances, an instructor may allow the use of personal electronic devices for in class activities.

Writing Style Statement

The hospitality management department requires that all written work must be prepared using APA Style Publication Manual of the American Psychological Association as a reference guide. This includes editorial formats, abbreviations, use of statistics, graphs, citations and references. Visit the City Tech Library website for APA Style Guides.

MS Office Suite Assignment Submission Guidelines

Students are expected to use MS Office Suite including Outlook, Word, PowerPoint and Excel unless otherwise stated. Students are entitled to a subscription, which is available through the CUNY Portal or Blackboard.

HM Department Calendar (*available from department office*)