

# HOSPITALITY LABOR AND EMPLOYMENT LAW CERTIFICATE

## Program Description

Hospitality industry labor laws have become increasingly complex to follow, as regulations were largely designed with other industries in mind. But it has never been more critical for employers to make sure that they are in compliance with both federal and state laws, which are rigorously enforced.

This certificate program begins by providing you with a framework for discrimination law to help you identify the seven protected classes under federal law and then defines employers' obligations in accommodating these classes. Additionally, you'll delve into the specifics of discrimination laws, including sexual harassment and organizational liability under the law. Throughout the courses, you'll have the opportunity to examine your organization's current HR policies and practices to help recognize and minimize discriminatory behavior in the workplace. You will also study the nuances and complexities of wage and hour law and explore traditional labor law, including the National Labor Relations Act, the purpose of unions, and strategies to manage in a union environment.

By the completion of the program, you'll come away better prepared to adhere to employment laws to avoid costly risks, exposure, and damages.

## Key Takeaways

- Use a framework for identifying, understanding, and complying with labor and employment laws
- Recognize potential retaliation and identify conduct that can lead to discrimination claims
- Recognize the damages that could be awarded against your company for discriminatory behavior
- Examine key compliance issues for hospitality, including break time, overtime, Workers' Comp, and pay equity
- Identify strategies for managing in complex environments, including with unions, contract workers, and both exempt and non-exempt workers
- Effectively manage union relationships

## What You'll Earn

- Hospitality Labor and Employment Law Certificate from Cornell School of Hotel Administration
- 40 Professional Development Hours (4 CEUs)

## Who Should Enroll

- HR professionals working in the hospitality industry
- HR consultants
- Hospitality managers and executives
- Hotel owners and asset managers
- Small business owners and franchise owners
- Overseas companies looking to do business with the U.S. market

## Total Investment

- 2 months to complete all the courses

## How to Enroll

For more information on how to enroll, please visit Hospitality Labor and Employment Law Certificate (<https://ecornell.cornell.edu/certificates/hospitality-and-foodservice-management/hospitality-labor-and-employment-law/>).

## Courses

| Code            | Title                                          | Hours |
|-----------------|------------------------------------------------|-------|
| eCornell SHA631 | Discrimination Law in the Hospitality Industry | 0     |
| eCornell SHA632 | Specific Discrimination Laws in Hospitality    | 0     |
| eCornell SHA633 | Wage and Hour Law in Hospitality               | 0     |
| eCornell SHA634 | Labor Law in Hospitality                       | 0     |