
Advanced Certificate in Sports Law

Employment Law in Sports

****Agent****

In the context of employment law in sports, an agent is a person who represents and negotiates on behalf of an athlete in relation to their employment contracts and commercial deals. Agents must be licensed and adhere to specific regulations, which vary by country and sport.

****Athlete Biographical Disclosure****

Athlete Biographical Disclosure is a document that athletes are required to complete, providing personal information such as name, address, date of birth, and citizenship. This information is used to determine eligibility for competitions and to ensure compliance with anti-doping rules.

****Collective Bargaining Agreement (CBA)****

A Collective Bargaining Agreement (CBA) is a contract negotiated between a sports league or governing body and a players' union. The CBA outlines the terms and conditions of employment for athletes, including salary, benefits, working conditions, and discipline procedures.

****Discrimination****

Discrimination is the unfair treatment of an individual based on certain protected characteristics, such as race, gender, age, religion, or disability. Discrimination is prohibited in employment by laws and regulations, including Title VII of the Civil Rights Act of 1964 in the United States.

****Dismissal****

Dismissal refers to the termination of an athlete's employment contract by their employer. Dismissal can be with or without cause, and may be subject to specific procedures and regulations.

****Drug Testing****

Drug testing is the process of analyzing an athlete's biological samples (e.g. urine, blood) to detect the presence of prohibited substances or methods. Drug testing is used to enforce anti-doping rules and ensure fair play in sports.

****Employment Contract****

An employment contract is a legally binding agreement between an athlete and their employer, outlining the terms and conditions of their employment, including salary, benefits, working conditions, and duration of the contract.

****Equal Pay****

Equal pay refers to the principle that athletes should receive equal compensation for equal work, regardless of their gender. Equal pay is required by law in many countries, including the United States under the Equal Pay Act of 1963.

****Grievance****

A grievance is a complaint or dispute raised by an athlete regarding their employment or working conditions. Grievances may be resolved through informal discussions or formal procedures, such as arbitration or litigation.

****Minimum Wage****

Minimum wage is the lowest hourly or annual wage that an employer is required to pay an athlete. Minimum wage rates are set by law and vary by country and sport.

****Non-Compete Clause****

A non-compete clause is a provision in an employment contract that restricts an athlete from working for a competitor or in a similar profession after their employment has ended. Non-compete clauses are subject to specific regulations and may be challenged in court.

****Occupational Safety and Health****

Occupational Safety and Health refers to the measures and regulations in place to ensure the safety and health of athletes in the workplace. This includes provisions for equipment, facilities, and procedures to minimize the risk of injury or illness.

****Restrictive Covenant****

A restrictive covenant is a provision in an employment contract that restricts an athlete's freedom to work or compete after their employment has ended. Restrictive covenants include non-compete clauses and non-solicitation clauses.

****Salary Cap****

A salary cap is a limit on the total amount of money that a sports team can spend on player salaries. Salary caps are used to promote competitive balance and financial stability in professional sports leagues.

****Sexual Harassment****

Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Sexual harassment is prohibited in employment by laws and regulations, including Title VII of the Civil Rights Act of 1964 in the United States.

****Termination Clause****

A termination clause is a provision in an employment contract that outlines the circumstances under which the contract can be terminated, and any compensation or notice periods required.

****Trade****

A trade is the transfer of an athlete from one team to another, usually in exchange for other players, draft picks, or cash considerations. Trades are subject to specific regulations and may be challenged in court.

****Transfer Fee****

A transfer fee is a payment made by one sports club to another for the transfer of a player's registration. Transfer fees are common in professional soccer and are subject to specific regulations.

****Unfair Labor Practice****

An unfair labor practice is an action taken by an employer that violates the rights of employees, including their right to form or join a union, engage in collective bargaining, or strike. Unfair labor practices are prohibited by law and may be challenged in court.

****Whistleblower Protection****

Whistleblower protection refers to the measures in place to protect athletes who report violations of laws, regulations, or ethical standards in their sport. Whistleblower protection is required by law in many countries, including the United States under the Whistleblower Protection Act of 1989.

****Workers' Compensation****

Workers' compensation is a system of insurance that provides benefits to athletes who are injured on the job. Benefits may include medical expenses, lost wages, and disability payments. Workers' compensation is required by law in many countries, including the United States.

****Wrongful Termination****

Wrongful termination refers to the termination of an athlete's employment contract in violation of the law or the terms of the contract. Wrongful termination may give rise to a legal claim for damages or reinstatement.