

World Players Association

UNIVERSAL DECLARATION OF PLAYER RIGHTS

Preamble

CONSIDERING THAT:

- I. The organised players of the world have a proud history of championing the dignity of the player and the humanity of sport. That history demonstrates that where the fundamental human rights of the player have been protected, respected and guaranteed, sport has grown as both a social institution and as an economic activity and business.
- II. In adopting the Universal Declaration of Human Rights in 1948, the peoples of the United Nations *“reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom.”*
- III. A universal commitment by the whole of sport is now essential for sport to maintain its meaningful place in world culture, retain its social licence, make social progress and achieve better standards of life for everyone involved with or touched by it.
- IV. Sport is controlled by international sporting federations, national sporting organisations, professional sports leagues, employers, business and governments. Players are the public face of sport, and athletic performance is fundamental to the prestige, popularity and viability of sport.
- V. The mega scale, politicisation and commercialisation of sport today sees a widespread failure to uphold the humanity of sport and the dignity of the player. This also sees the violation by sport of internationally recognised human rights – which are, at a minimum, those expressed in *The International Bill of Human Rights*, the *International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and Its Follow-Up* and the *United Nations Convention on the Rights of the Child*.

CONSEQUENTLY:

VI. Every sport must:

- A. work in partnership with the players to develop a strategic vision for their sport;
- B. respect, protect and guarantee the fundamental human rights of everyone involved with or affected by sport including the player;
- C. avoid infringing on the human rights of others and eliminate all adverse human rights impacts with which they are involved;
- D. embrace and promote the responsibility of their sport to respect human rights;
- E. recognise that the player is, first, a human person and, then, an athlete;
- F. acknowledge the acute impact any failure to respect the fundamental human rights of the player given the highly skilled and inherently short-term nature of the athletic career;
- G. acknowledge that any reliance on or application of the “autonomy” or “specificity” of sport or any restraint or limitation imposed on a player in the exercise of his or her profession does not override the fundamental human rights of the player and can only be given legal effect if necessary and through collective bargaining and social dialogue; and
- H. ensure that the internationally recognised human rights of the player including as contained in this *Universal Declaration of Player Rights* are legally adopted within the constituent documents of their sport or pursuant to a collective bargaining agreement.

NOW, THEREFORE, THE ORGANISED PLAYERS OF THE WORLD DECLARE THAT:

Article 1

Every player has the right to a sporting environment that is well governed, free of corruption, manipulation and cheating and protects, respects and guarantees the fundamental human rights of everyone involved in or affected by sport, including the player.

Article 2

Every player has the right to access and pursue sport as a career and profession based solely on merit.

Article 3

1. Every player is entitled to equality of opportunity in the pursuit of sport without distinction of any kind and free of discrimination, harassment and violence.
2. A player's right to pursue sport cannot be limited because of his or her race, colour, birth, age, language, sexual orientation, gender, pregnancy, religion, political or other opinion, responsibilities as a carer, property or other status.

Article 4

Every player who is a minor is entitled to the opportunity to freely pursue sport in an inclusive, adapted and safe manner, and to have his or her rights as a child protected, respected and guaranteed.

Article 5

Every player has the right to work, to the free choice of employment, and to move freely in pursuit of that work and employment.

Article 6

1. Every player has the right to organise and collectively bargain.
2. Every player has the right to form and join player and athlete associations and unions for the protection of his or her interests.

Article 7

Every player has the right to share fairly in the economic activity and wealth of his or her sport which players have helped generate.

Article 8

1. Every player has the right to just and favourable remuneration and conditions of work, including a minimum wage, fair hours of work, rest, leisure, the protection of wages, the certainty of a secure contract and the protection of his or her status as a worker within the employment relationship.
2. Every player, without any discrimination, has the right to equal pay for equal work.

3. A player has the right to negotiate the terms and conditions upon which he or she is involved in sport and to be represented by persons and organisations of his or her choosing in those negotiations.
4. A player must only be bound by terms and conditions which are legitimately made and administered through collective bargaining or to which he or she has freely and genuinely consented.

Article 9

1. Every player must be provided with a safe and secure workplace and sporting environment, which promotes the player's safety, physical and mental health and his or her social wellbeing.
2. A player must be treated and supported with utmost integrity by healthcare professionals when injured or ill, and have direction and control over that treatment and support.
3. A player's workplace and sporting environment must be protected from both internal and external risks to his or her safety, health and wellbeing. A player is entitled to decide on the measures necessary to ensure the safety and security of the workplace and sporting environment and to take any action reasonably necessary to avoid those risks or prevent them from materialising.

Article 10

To achieve fully his or her human potential and personality, every player has the right to an education and the pursuit of work and life beyond sport supplemented by the resources of the sport.

Article 11

Every player has the right to a private life, privacy and protection in relation to the collection, storage and transfer of personal data.

Article 12

Every player is entitled to have his or her name, image and performance protected. A player's name, image and performance may only be commercially utilised with his or her consent, voluntarily given.

Article 13

Every player has the right to freedom of opinion and expression.

Article 14

Every player has the right to the protection of the law and equality before it.

Article 15

Every player is entitled to due process including, where charged, to the presumption of innocence. Any penalty must be lawful, proportionate and just.

Article 16

Every player is entitled to have any dispute resolved through an impartial and expeditious grievance mechanism in which the player has an equal say in the appointment of the grievance panel, arbitrator or other decision-making person or body. His or her sport must ensure he or she is provided with access to an effective remedy where his or her rights under this Declaration have not been protected or respected.

Article 17

Every player has a duty to respect the rights of his or her fellow players under this Declaration, and to respect the fundamental human rights of everyone involved with or affected by sport.

THIS DECLARATION IS ADOPTED BY THE EXECUTIVE COMMITTEE OF THE **WORLD PLAYERS ASSOCIATION** MEETING IN PARIS, FRANCE ON THE 7TH DAY OF APRIL 2017.

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