



## Sports

### *Overview*

**Competition is your life, and your business. In both, your ability to anticipate and handle what's thrown at you can drive you to success – or, cause you to lose out. Unprecedented challenges are upping the ante on the field, on the court, and in the workplace: Collegiate athletes are pressing to gain “employee” status, harassment issues are surfacing at all levels, equal pay is more heavily scrutinized than ever, and the COVID-19 pandemic has created significant safety concerns. Meanwhile, you still must grapple with the same day-to-day issues facing any other employer. It's no time to drop the ball.**

With deep industry experience and more than 35 attorneys who were collegiate or professional athletes themselves, Fisher Phillips' dedicated Sports Team knows your concerns first-hand and shares your passion. Our diverse group is long-time labor and employment counsel to professional franchises and leagues, collegiate conferences, individual colleges and universities, youth sports clubs and organizations, and other industry players – including sports television networks, eSports employers and league owners, stadiums, apparel companies and other sports-affiliated organizations. We help you comply with applicable laws and regulations, work up-front to avoid and manage controversies, and defend you fiercely before governmental, regulatory, and administrative agencies and, when necessary, in litigation.

### **HOW WE CAN HELP**

We are experienced handling issues impacting your organization, your workers and athletes, including:

- Investigating and defending against allegations of harassment, discrimination, and retaliation
- Conducting equal pay evaluations and defending claims of unequal pay

- Workplace safety, including best practices concerning COVID-19 and vaccines
- Wage and hour laws, including athlete and worker classification issues
- Labor relations, including NLRB practice and procedure, development of positive employee relations strategies and representation of unionized employers
- Title IX and Civil Rights Laws (compliance, audits, government investigations, litigation)
- Contract negotiations
- NCAA and NAIA compliance, investigations and enforcement
- Use of an athlete's name, image, and likeness (NIL)
- Trials, litigation and dispute resolution

We'll also counsel you on myriad other workplace matters, such as:

- Preventing and training on harassment, discrimination, and retaliation in the workplace
- Conducting trainings and providing strategic advice to promote diversity, equity, and inclusion at your organization
- Crisis management
- Creating handbooks, policies, and procedures
- Team sales and acquisitions
- Preventive counseling and advice to promote compliance, appropriately enforce personnel policies, and avert litigation
- Pay equity
- Immigration
- Employee leaves and accommodations
- Departmental downsizing

## ***Insights***

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