

# Postgraduate Certificate

## Integration, Equality and Sports

Endorsed by the NBA





## Postgraduate Certificate Integration, Equality and Sports

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Global University
- » Credits: 6 ECTS
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/us/sports-science/postgraduate-certificate/integration-equality-sports](http://www.techtute.com/us/sports-science/postgraduate-certificate/integration-equality-sports)

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# 01

# Introduction

Sport still has many tasks to tackle. One of them lies in the gender issue, since, despite recent progress, by far the majority of federated athletes continue to be men. This makes interventions that promote truly real equality, while also encouraging the inclusion of other groups, extremely necessary. This is, in fact, a mission that this program deals with, for the sake of designing parity plans or rules and reviewing issues such as discrimination in hiring or part-time work, mostly feminized. Also focusing on the treatment of minor athletes and disability, this program is developed 100% online.





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*A Postgraduate Certificate that addresses the gender pay gap, with the corresponding protective measures to alleviate it"*

There are truly illustrative data on inequality in European sport. In this regard, several studies indicate that there is only one woman federated as an athlete for every four men. In fact, this analysis also reflects that progress in terms of equality has not been sufficiently ambitious in view of the results obtained: although it has risen, the increase in the number of women with a sports license has been minimal since 2010.

In view of such a worrisome situation, there is a need for a profound awareness of the importance of significant change within sports institutions. This is why this program becomes a valuable tool in this regard, as the Sport Science professional will analyze the current state of the gender issue. They will also learn how the legal system of sport deals with the incapacity of athletes or the sphere of minors.

To this end, students will delve into the vicissitudes and assumptions of termination of the employment contract of female athletes, among other key situations for their professional development. Likewise, they will examine the conditions for sports entities to hire minors or the general regulatory framework for risk prevention in the case of disability.

Undoubtedly, a specialization focused on an area of great interest that, in addition, provides all the facilities that the student needs. Without having to go to an on-site center and without having to submit to timetables, the students will have at their disposal from home all the resources that will launch their professional career.

This **Postgraduate Certificate in Integration, Equality and Sports** contains the most complete and up-to-date scientific program on the market. The most important features include:

- ♦ Development of practical cases presented by experts in Integration, Equality and Sports
- ♦ The graphic, schematic and practical contents of the book provide Legal and practical information on those disciplines that are essential for professional practice
- ♦ Practical exercises where the self-assessment process can be carried out to improve learning
- ♦ Its special emphasis on innovative methodologies
- ♦ Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- ♦ Content that is accessible from any fixed or portable device with an Internet connection



*Contribute to the design of equality plans in sport by delving into affirmative action measures, such as parity rules in sports bodies"*

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*You will obtain the updated knowledge you need for the establishment of a labor compliance that protects minor athletes in terms of health and safety”*

The program’s teaching staff includes professionals in the sector who contribute their work experience to this training program, as well as renowned specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide immersive education programmed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise during the academic year. For this purpose, the students will be assisted by an innovative interactive video system created by renowned and experienced experts.

*You will play a decisive role in protecting against gender-based wage discrimination.*

*An essential Postgraduate Certificate to determine the main employment measures in the case of disability, in order to adapt to the job.*



# 02 Objectives

The design of this Postgraduate Certificate is intended to enable students to be perfectly capable of addressing the current panorama of sport with regard to issues of major social concern such as inequality, discrimination or lack of integration. To this end, the program will provide them with valuable theoretical and practical tools that will enable them to contribute to effective solutions in their field, always in accordance with the latest developments that have taken place in this field.







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*The objectives will allow you to analyze the adaptations and essential issues in the framework of hiring and working time of professional sportswomen"*



## General Objectives

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- Update legal knowledge on the commercial aspects of Sports Law
- Delve into the main commercial contracts related to sports
- Consolidate knowledge on the employment relationship of professional sportsmen and women
- Identify the characteristics of taxation from the double perspective of the legal entity and the natural person
- Analyze the application of Criminal Law in the field of sports
- Examine the concept of Sports Justice and its performance in the sports field
- Update legal knowledge on the management of the assets of professional sportsmen and women

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*Are you looking for comprehensive protection of minors in sport? With this program you will establish the adaptations of the essential rights of professional child athletes”.*





## Specific Objectives

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- ◆ Identify the essential normative framework relating to equality and non-discrimination in the occupational field
- ◆ Define the essential assumptions in terms of gender in the context of professional sports.
- ◆ Analyze the adaptations and essential issues in the context of hiring and working time of professional sportswomen
- ◆ Assess the impact of gender on pay in professional sport and assess its protection measures
- ◆ Develop essential measures to protect women in terms of occupational health and safety
- ◆ Assess the functioning of measures to protect against discrimination in the case of termination of employment of professional sportswomen and the functioning of collective bargaining and representation rights of professional sportswomen, as well as their consequences
- ◆ Establish the adaptations of the essential rights of minors professional athletes
- ◆ Specify the rules of capacity to contract and work in the case of minor professional athletes, as well as their training rights
- ◆ Establish preventive measures in the case of minors in professional sports
- ◆ Identify the general framework of the rights of professional athletes with a disability and distinguish them from related concepts
- ◆ Determine the particular applications of rights in the case of professional athletes with disabilities with reference also to the case of occupational risk prevention

# 03

## Course Management

Given the enormous interest in this area, TECH has sought to meet the demand for a program of this nature by relying on a faculty of leading experts in labor and social security law. Therefore, this faculty will provide students with everything they need to know about the prevention of incorrect behavior and actions towards certain groups. In addition, teachers will closely follow the progress of the students through the Virtual Campus, a platform where they will remain attentive to any questions that may arise.



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*Great experts in Labor and Social Security Law will guide you through the prevention of incorrect behaviors and actions in sport towards certain groups”*

## Address



### Dr. Fraile Fernández, Rosa

- ♦ Researcher and expert in Financial and Tax Law
- ♦ Professor of Financial and Tax Law at Rey Juan Carlos University
- ♦ Professor of Advanced Taxation of Legal Entities at UNIR
- ♦ President of the Scientific Committee of the Sports and Compliance Congress of the University of Malaga
- ♦ Doctor in Law by the Rey Juan Carlos University
- ♦ Master's Degree in Business Law and International Litigation from the Rey Juan Carlos University
- ♦ Degree in Law from Rey Juan Carlos University
- ♦ Degree in Business Administration and Management from Rey Juan Carlos University
- ♦ President of the scientific committee of the Sports and Compliance Congress at the University of Malaga and of the Taxation and Sports Congress at the University of Alcalá
- ♦ Member of: Research and Sport Network of the Consejo Superior de Deportes and Research Team in Competitive Concurrence Research Projects.



## Professors

### Dr. Navas-Parejo Alonso, Marta

- ◆ Researcher and Professor of Labor and Social Security Law
- ◆ Professor of Labor Law and Social Security Law at Universidad Carlos III de Madrid
- ◆ PhD in Law from University of Carlos III of Madrid
- ◆ Bachelor's Degree in Law from Carlos III University of Madrid.
- ◆ Degree in Business Administration and Management by the Universidad Carlos III de Madrid
- ◆ Member of: itdUPM and GENET Working Group on Basic Income

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*Take the opportunity to learn about the latest advances in this field in order to apply it to your daily practice”*

# 04

## Structure and Content

The syllabus of this program has been designed according to the highest educational standards that TECH always promotes. Therefore, the syllabus will provide students with a broad and global vision with content that will delve into over 180 hours. It will be an educational journey that will provide great value while making use of the latest technologies in the sector. With a strong interactive component, the Virtual Campus resources will boost the student's learning to successfully acquire all the skills of the Postgraduate Certificate.





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*A syllabus that covers all manifestations of equality and non-discrimination in the field of sport"*

## Module 1. Specific Labor Aspects of the Professional Athlete: Gender, Minors and Integration

- 1.1 Equality and non-discrimination in the workplace and its application to the field of sports
  - 1.1.1. Introductory framework
  - 1.1.2. Regulatory framework for equality and non-discrimination
  - 1.1.3. Manifestations of equality and non-discrimination in the field of sport
- 1.2 Equality and non-discrimination in women's sports
  - 1.2.1. Normative framework for equality and non-discrimination in the field of women's sport
  - 1.2.2. Equality plans
  - 1.2.3. Affirmative action measures: parity rules in governing bodies
- 1.3 Working conditions of professional sportswomen: Hiring and working time,
  - 1.3.1. Discrimination in the hiring of professional sportswomen
  - 1.3.2. Adaptations and reductions in the working day in the case of professional sportswomen
  - 1.3.3. Part-time work in the case of professional sportswomen
- 1.4 Working conditions of professional sportswomen(II): Salaries
  - 1.4.1. General framework of equality measures in the area of wages
  - 1.4.2. The gender pay gap in the case of professional sportswomen
  - 1.4.3. Protection measures against gender-based wage discrimination in the case of professional sportswomen
- 1.5 Working conditions of professional sportswomen(III): Risk Prevention
  - 1.5.1. General framework of occupational risk prevention with a gender perspective
  - 1.5.2. Implementation of prevention measures related to women: Pregnancy, maternity and breastfeeding
  - 1.5.3. Harassment in the field of professional sportswomen
- 1.6 Vicissitudes and termination of the employment contract of professional sportswomen
  - 1.6.1. General framework of the vicissitudes of the employment contract of professional sportswomen
  - 1.6.2. Reconciliation of family life in the case of professional sportswomen
  - 1.6.3. Suspension of the contract, leaves of absence and adaptations
  - 1.6.4. Termination of the contract and special features in the case of women
  - 1.6.5. Protection against dismissal of professional sportswomen
  - 1.6.6. Effects of the dismissal of professional sportswomen





- 1.7 Collective rights of professional sportswomen
  - 1.7.1. Collective bargaining in the field of professional sportswomen
    - 1.7.1.1. Representation in the context of professional sportswomen
    - 1.7.1.2. The right to strike of professional sportswomen
- 1.8 Legal regime of minors in sport: Adaptation of the rights and working conditions
  - 1.8.1. The capacity to hire minors in sport
  - 1.8.2. Rights of minors in sport: Age to work and training
  - 1.8.3. Prevention in the case of minors in sport: safety and health and labor compliance
- 1.9 Integration in professional sport: Treatment of disability
  - 1.9.1. General framework for the treatment of disability
  - 1.9.2. Conceptual framework: disability, disease and discrimination
  - 1.9.3. Application in the case of sport
- 1.10 Integration in professional sport(II): Treatment of disability from occupational risk prevention
  - 1.10.1. General regulatory framework for risk prevention in the case of disability.
  - 1.10.2. The risk factors in the case of disability
  - 1.10.3. Main occupational measures in the case of disability: the adaptation of the position

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*180 hours in which you will delve into content on risk factors in the sport of disability, the rights of minors or the effects of dismissal in professional sportswomen"*

# 05 Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning**.

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.





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*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

### Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

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*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"*



*You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.*



*The student will learn to solve complex situations in real business environments through collaborative activities and real cases.*

### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

**“** *Our program prepares you to face new challenges in uncertain environments and achieve success in your career”*

The case method is the most widely used learning system in the best faculties in the world. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines 8 different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*In 2019, we obtained the best learning results of all online universities in the world.*

At TECH, you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.





In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology, we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



### Practising Skills and Abilities

They will carry out activities to develop specific competencies and skills in each thematic area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





#### Case Studies

Students will complete a selection of the best case studies chosen specifically for this situation. Cases that are presented, analyzed, and supervised by the best specialists in the world.



#### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



#### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



# 06 Certificate

The Postgraduate Certificate in Integration, Equality and Sports guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.





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*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This program will allow you to obtain your **Postgraduate Certificate in Integration, Equality and Sports** endorsed by **TECH Global University**, the world's largest online university.

**TECH Global University** is an official European University publicly recognized by the Government of Andorra ([official bulletin](#)). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in Integration, Equality and Sports**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional



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