



HUMAN RIGHTS EMPOWERED
THROUGH **RIGHTS OF ATHLETES**

- Call for experts -
ENSURING AND PROMOTING
ATHLETES' HUMAN RIGHTS IN SPORT



Co-funded by
the European Union

The H.E.R.O. Project, an Erasmus+ initiative co-funded by the European Union, is seeking experts in human rights, sports governance, and athlete welfare to contribute to a groundbreaking initiative. This project focuses on establishing a protocol to guide sports organizations in designing and implementing comprehensive strategies that protect athletes' human rights.

ABOUT THE PROJECT

The H.E.R.O. Project is committed to addressing the human rights risks athletes face, particularly in the realms of labor rights, health, privacy, non-discrimination, and freedom of expression. This initiative aims to bridge gaps in the governance of athletes' rights by offering a structured approach that sports organizations can follow to uphold human rights standards at every level.

As part of this mission, the project will develop a protocol that empowers sports organizations to:

1. **Design Internal Strategies** on the protection of athletes' human rights, ensuring that human rights considerations are embedded in all organizational practices and policies.
2. **Ensure Clear Division of Responsibilities** for human rights issues at both operational and management levels, while fostering skill-building and knowledge sharing across all departments, including relevant commissions and committees.

EXPERT CONTRIBUTIONS SOUGHT

We are looking for experienced professionals with expertise in the following areas to provide feedback in the drafting process of the protocol:

- **Labor Rights and Athlete Protections:** Addressing essential labor rights such as fair wages, safe working conditions, freedom from forced labor, and equal opportunities.
- **Non-Discrimination and Inclusion:** Crafting policies to combat discrimination on the basis of gender, race, religion, and disability within sports.
- **Health and Dignity Protections:** Setting standards to protect athlete health, ensure respect for physical and mental integrity, and promote holistic well-being.
- **Privacy and Data Protection:** Advising on policies related to data security and privacy, especially concerning sensitive athlete information.



- **Freedom of Expression:** Supporting the development of guidelines that allow athletes to exercise their freedom of speech responsibly.
- **Rights of Child Athletes:** Focusing on the unique protections required to safeguard the welfare and development of child athletes.

KEY RESPONSIBILITIES

Selected experts will contribute to:

1. **Defining Protocol Components:** Work collaboratively to outline and establish key elements of the protocol, which will serve as a framework for sports organizations.
2. **Developing Guidelines for Responsibilities and Training:** Recommend approaches for assigning clear roles and responsibilities for human rights issues at all organizational levels, and propose training modules for skills and knowledge development.
3. **Creating Educational Resources:** Contribute to developing accessible materials that help sports bodies understand and implement human rights protections.
4. **Engaging in Consultations and Workshops:** Participate in sessions to refine the protocol and share best practices with sports organizations and stakeholders.
5. **Drafting Policy Recommendations:** Help produce actionable, context-specific guidelines that sports organizations can use to enhance their human rights practices.

QUALIFICATIONS

Ideal candidates should possess:

- Expertise in human rights, sports law, labor law, or a related field.
- Experience working within or advising sports organizations, athlete associations, or human rights governance.
- Deep understanding of international human rights standards as applied to the sports industry.

APPLICATION PROCESS

To apply, please submit a CV and cover letter detailing your relevant experience and specific areas of expertise related to athletes' human rights by February 1, 2025. Selected experts will



work in close collaboration with the H.E.R.O. Project team, with opportunities for publication and participation in international forums.

There is no remuneration provided. The involvement of the experts will be limited to providing feedback and serving as a sounding board for the drafters.

CONTACT INFORMATION

For inquiries and submissions, please contact



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Senior Research Fellow

IRIS - *The French Institute for International and Strategic Affairs*

Join us in creating a sustainable, fair, and safe environment for athletes by contributing to the development of this essential protocol for human rights in sport!

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