

SPORT AND THE LAW
01:955:203, Section M1
1.5 Credits
Semester: Fall 2023
Department of Kinesiology and Health
Rutgers University

Course information

Pre/co-requisites: None

Online learning site: Canvas <https://canvas.rutgers.edu/>

Schedule: First 7 weeks of semester: September 5, 2023 – October 23, 2023

In person meeting: Monday & Thursday, 12:10 – 1:30 PM

Classroom Location: Hickman Hall - 211, Cook/Douglass Campus

Instructor information

Instructor: Jaime Cosloy, Esq.

E-mail: jcosloy@kines.rutgers.edu

Virtual office hours: Office hours will be held remotely via Zoom by appointment unless a student requests an in-person meeting. Students should send request for invitation via Canvas or Rutgers e-mail.

Required Course Materials

Sport Law: A Managerial Approach, Fourth Edition. Sharp, Linda, et al., Holcomb Hathaway Publishers, Scottsdale, Arizona, ISBN 9780367338503.

- Hard or paperback copy of book is recommended as all readings and assignments are based on the page numbers of the textbook. If you choose to purchase or rent an eBook version, please note that pagination for readings and assignments may differ from the hard copy.
- Additional required readings will be posted as internet links, PDF files, or Word documents on Canvas under the Module tab.

Course Description

This course will provide an in-depth study of areas of the law that affect amateur, high school, college, and professional sports. Students will learn to identify legal issues, conduct relevant legal research, and read and understand legal cases and judicial decisions. Specific areas of law covered will include contracts, labor and employment, First Amendment rights, inclusion and exclusion such as the Americans with Disabilities Act and Title VII and IX, and on-field player violence.

This course partially fulfills the Sport Management V2-Sport Courses requirement.

Course Learning Objectives

By the conclusion of this course, student-learners will:

1. Learn and develop an understanding of the legal system, apply that knowledge to the sports profession, and carry out comprehensive legal searches using WESTLAW to understand legal research tools and reading and interpretation of legal cases.

2. Recognize legal roles and responsibilities of key sport governing bodies (i.e., sports leagues, NCAA, high school athletic associations).
3. Identify the underlying concepts of contract law and its application in sports including collective bargaining agreements and the relationship between professional league players associations (unions) and management.
4. Understand and apply the laws regarding inclusion and exclusion of individuals based upon race, gender and disabilities.
5. Demonstrate knowledge of the legal foundations for and limitations on individual rights in sport including speech and religion.
6. Understand player and coach responsibility with regards to player violence on the field.
7. Apply the information learned in modules through the completion of various writing assignments where students will apply learned materials to answer real life legal problems.
8. Develop personal growth through assessment activities where students have the opportunity to reflect on their understanding of course materials.

Grading Policy

- This class uses a points-based system to calculate grades. The description of each assignment includes how many points it is worth. The total number of points for this class is 100. Assignments are due by 11:59 PM on the due dates listed below unless otherwise noted.
- Assignments turned in late will receive 0 points unless the student communicates with the instructor BEFORE the due date and receives written approval of an extension.
- Concerns about a graded assignment ***must*** be brought to the instructor within seven days of receiving the grade. Assignment grades are finalized after this seven day period.
- Grades on Canvas will be updated regularly; if you notice any discrepancies or have questions, please do not wait until the end of the semester – let your instructor know right away.

Letter Grade	Percent
A	90-100
B+	85-89.9
B	80-84.9
C+	75-79.9
C	70-74.9
D	60-69.9
F	0-59.9

Assessments/Grading Breakdown

Assignment	Percent of Grade
Homework # 1	2
Homework # 2	2
Homework # 3	2
Collective Bargaining Assignment	15
Homework # 4	2
Homework # 5	2
Employee Freedom of Expression Assignment	15
Module Quizzes	12.5
Discussion Board Entries	12.5
Case Brief Assignment	15
Test	20
100.00%	

Assignments

Homework

There will be five homework assignments. Assignments are questions based on the text readings and can be found at the end of each text chapter.

Case Brief Paper

Students will select from the posted legal problem sets in the Canvas Modules based on an actual legal case that has been decided. Students will work independently to determine the legal issue in the problem set, conduct legal research to find the actual case problem set was modeled after, and complete a case brief (as set forth in Canvas). Assignment with instructions is posted on Canvas. All submitted papers should follow the model case brief which is posted on Canvas, include proper legal citations, include a title page, 4-5 pages of written assignments, should have 1" margins, use 12 pt Times New Roman font. Papers should be submitted using Canvas Assignments and are due by 11:59 PM on the due date of the assignment. For the assignment, save the file as: "Lastname_Problemsetname" (e.g., Smith_Spykersfabfive.doc). Submit in Microsoft Word format (.doc or .docx).

Collective Bargaining Assignment

Students will conduct an Internet search to find the collective bargaining agreements for three different professional sport organizations or leagues. Collective bargaining agreements are often available on the union or league website. After reviewing three agreements, students will compare and contrast the various provisions across leagues, such as those relating to drug testing, salary arbitration, grievance arbitration, salary caps, drafts, pensions, and other benefits; discover and discuss whether there are provisions that are unique to each league; and identify and describe what factors make labor relations and collective bargaining in professional sports unique, as opposed to in other industries. All submitted papers should be in APA format and include a title

page, 2-3 pages of the written assignment, and a references page with at least three (3) references (the collective bargaining agreements you cited). Papers should have 1” margins, and use 12 pt Times New Roman font. Papers should be submitted using Canvas Assignments and are due by 11:59 PM on the due date of the assignment. For the assignment, save the file as: “Lastname_AssignmentName” (e.g., Smith_WrittenAssignment.doc). Submit in Microsoft Word format (.doc or .docx).

Employee Freedom of Expression Assignment

Students are required to complete the case study regarding NBA players/employee self-expression from the perspective of a professional sport team’s managerial staff. All papers should include a title page, 2-3 pages of the written assignment, should have 1” margins, use 12 pt Times New Roman font. Papers should be submitted using Canvas Assignments and are due by 11:59 PM on the due date of the assignment. For the assignment, save the file as: “Lastname_AssignmentName” (e.g., Smith_WrittenAssignment.doc). Submit in Microsoft Word format (.doc or .docx).

Discussion Board Entries

Students must submit five discussion board entries. Each discussion post should be between 125 and 250 words and be in response to another student’s post regarding a current legal event in sports or a module’s writing assignment. Instructions on the content of each discussion board entry will be provided in Canvas.

Exit Quizzes

There will be five module quizzes worth 5 points each. Quizzes will be five to 10 questions and the goal is for students to self-assess their learning progress in the course of materials covered in assigned text readings and lectures.

Final Test

A cumulative, test will be scheduled during the last class period. As this is a 1.5 credit course, there will be NO exam during the final exam period. The test will be based on assigned readings and in-class discussions. Exam format will be a combination of true or false, multiple choice, and/or matching questions. Exam will be completed online using Canvas Quizzes during our scheduled class period. You will have 80 minutes to complete.

Summary of Assignments with Due Dates

Assignment	Due Date	Points	Percent of Grade
Quiz #1	September 11, 2023	25	2.5
Discussion Board Entry #1	September 11, 2023	25	2.5
Homework #1	September 14, 2023	25	2
Quiz #2	September 18, 2023	25	2.5
Discussion Board Entry #2	September 18, 2023	25	2.5
Homework # 2	September 18, 2023	25	2
Homework #3	September 21, 2023	25	2
Quiz #3	September 21, 2023	25	2.5
Discussion Board Entry #3	September 21, 2023	25	2.5

Collective Bargaining Assignment	September 21, 2023	25	15
Homework #4	September 28, 2023	25	2
Quiz #4	September 28, 2023	25	2.5
Discussion Board Entry #4	September 28, 2023	25	2.5
Homework #5	October 5, 2023	25	2
Quiz #5	October 12, 2023	25	2.5
Discussion Board Entry #5	October 12, 2023	25	2.5
Employee Freedom of Expression Assignment	October 12, 2023	25	15
Case Brief Assignment	October 19, 2023	25	15
Test	October 23, 2023	100	20
Total		550	100%

Course Policies and Procedures

Academic Integrity

Students are responsible for becoming familiar with the definitions, procedures and sanctions outlined in Rutgers University Academic Integrity Policy before submitting any assignment or exam. The policy can be found at: <http://nbacademicintegrity.rutgers.edu/>

All students should conduct themselves with the highest standards of academic honesty. Examples of academic dishonesty include: copying others' written work, not citing sources, and submitting the same assignments/papers multiple times in different courses. All incidences of questionable academic integrity are a serious matter and may result in a no grade (0.0) for the assignment or course. Academic dishonesty will not be tolerated and will be treated in accordance with Rutgers University Academic Integrity Policy.

Additionally, this course will utilize Turnitin for ensuring that written assignments are original works by students. Furthermore, the use of AI tools, including but not limited to ChatGPT are prohibited and use of such will also amount to a violation of the University's Academic Integrity Policy.

***ALL COURSE SYLLABI, ASSIGNMENTS, AND MATERIALS ARE COPYRIGHTED PROPERTY AND PROPRIETARY INFORMATION. THE SHARING OF MATERIALS WITH OTHER STUDENTS IN ANY MANNER, INCLUDING BUT NOT LIMITED TO THE DISTRIBUTION BY FORMER STUDENT TO CURRENT OR FUTURE STUDENT, UPLOADING ON CHEGG, COURSE HERO, OR ANY OTHER ONLINE FORUM, OR DISTRIBUTION IN ANY MANNER IS STRICTLY PROHIBITED AND WILL RESULT IN A POTENTIAL VIOLATION OF THE UNIVERSITY'S ACADEMIC INTEGRITY POLICY.**

Plagiarism

By enrolling in this course, you are indicating implicitly that you have read, understood, and accepted Rutgers University's policies and procedures regarding academic integrity and dishonesty. Plagiarism and cheating will not be tolerated and all University policies apply. Specifically, if plagiarism or cheating is suspected, the student(s) will be asked to meet with the instructor. If the instructor concludes that an instance of plagiarism or cheating has occurred, the

student(s) will be subject to an appropriate sanction or penalty outlined in Rutgers University Academic Integrity Policy.

Please note that plagiarism is using the ideas or writings of another as one's own. It varies in degree and severity. The most severe is the use of another's entire paper word-for-word. Less severe is the use of another's sentence, paragraph, or ideas without giving credit to that individual (i.e., without providing a reference).

Expectations

- Engage in class discussion board interactions;
- Complete all assigned readings and assignments on time;
- Follow the honor code when completing all assignments and tests;
- Ask questions to enhance understanding of the material;
- Communicate with the instructor if you have questions pertaining to the material or the course;
- Check your email and Canvas announcements regularly to stay informed about course updates.

Email Etiquette

When emailing your instructor, please use your Rutgers e-mail address and ***identify yourself by full name and course number***. Students are expected to place the course number, followed by the subject, in the subject line, use appropriate e-mail etiquette, and maintain reasonable expectations for instructor responses.

Make-up Policy

Make-ups or extensions will be offered for assignments in one of the following situations, provided that the instructor is notified in advance when possible:

- Athletic or other Rutgers sponsored trips: Travel dates and times accompanied by a signed memo from the group's advisor/coach must be presented to the instructor prior to travel dates;
- Religious observances; and
- Extenuating circumstances: This includes (but is not limited to) family emergencies, severe illnesses, accidents, etc. It will be up to the prerogative of the instructor whether or not the student will be allowed to take the make-up or receive an extension.

Diversity & Inclusion

The Department of Kinesiology and Health supports an inclusive learning environment wherein diversity and authenticity are valued. We are committed to creating a culture of equality that respects the diverse voices of our students, faculty and staff. We will continuously strive to create a curriculum and academic environment to reflect the community we serve, and drive innovation, social responsibility and excellence. Our diversity in thought, skill, and academic discipline is a resource and strength, which stands to benefit the whole and positively contribute to University and global reach.

UNIVERSITY SERVICES

Service	Description	Contact Information
Student Accommodations	If you are a student in need of accommodations, please register with the Office of Disability Services in order to initiate the accommodations process. Please present your letter of accommodation to your instructor during the first week of the semester. Please note that accommodations are not retroactive.	(848) 445-6800 Lucy Stone Hall, Suite A 145, Livingston Campus, 54 Joyce Kilmer Avenue, Piscataway, NJ 08854 https://ods.rutgers.edu/
Student Success Essentials	Explore resources for financial assistance, to meet academic needs, stay healthy, and be safe.	http://success.rutgers.edu
Counseling, ADAP & Psychiatric Services (CAPS)	CAPS is a University mental health support service that includes counseling, alcohol and other drug assistance, and psychiatric services staffed by a team of professional within Rutgers Health services to support students' efforts to succeed at Rutgers University. CAPS offers a variety of services that include: individual therapy, group therapy and workshops, crisis intervention, referral to specialists in the community and consultation and collaboration with campus partners.	(848) 932-7884 17 Senior Street, New Brunswick, NJ 08901 www.rhscaps.rutgers.edu/ Medical Services: http://health.rutgers.edu/medical-counseling-services/medical-counseling-services/medical-counseling-services/medical-counseling-services/ Counseling Services: http://health.rutgers.edu/medical-counseling-services/counseling-services/
Violence Prevention & Victim Assistance (VPVA)	The Office for Violence Prevention and Victim Assistance provides confidential crisis intervention, counseling and advocacy for victims of sexual and relationship violence and stalking to students, staff and faculty. To reach staff during office hours when the university is open or to reach an advocate after hours, call 848-932-1181.	(848) 932-1181 3 Bartlett Street New Brunswick, NJ 08901 www.vpva.rutgers.edu/
Academic Support	School of Arts and Sciences Academic Advising for personal, career, and educational goals. Department of Kinesiology & Health Academic Advising for questions about Exercise Science or Sport Management major/minor requirements.	SAS: https://sasundergrad.rutgers.edu/ Dept. of Kinesiology & Health: Becky DeMarco Loree Gym, Room 146 Email: becky.demarco@rutgers.edu https://kines.rutgers.edu/academic

		s/academic-advising
Student Support Services	Students have ample academic advising opportunities to help choose a major or minor, select the right courses, and identify important opportunities for specific goals.	https://www.rutgers.edu/academic/s/student-support
The Learning Centers	Includes tutoring, academic coaching, writing assistance, study groups, peer leader training, and other programs designed to enhance learning for students.	https://rlc.rutgers.edu/
Rutgers Libraries	Located on each campus as well as online for students. Includes access to numerous online databases.	https://www.libraries.rutgers.edu/
Bias Incident Reporting	If someone believes they are the victim of or a witness to an alleged bias incident, that person may report the incident, in person or by phone, to the Dean of Students Office, Residence Life staff, or another member of the Student Affairs staff. Students may also report incidents online.	https://studentaffairs.rutgers.edu/bias-incident-reporting
Office of Veteran and Military Programs and Services	Resources available for students who are veterans.	https://veterans.rutgers.edu
Student Health Services	University's source for student health and wellness.	http://health.rutgers.edu/
Scarlet Listeners	Free and confidential peer counseling and referral hotline, providing a comforting and supportive safe space.	(732) 247-5555 Scarlet.listeners@gmail.com http://scarletlisteners.wixsite.com/scarletlisteners

COURSE OVERVIEW

Week	Day	Date	Topic	Reading	Assignment Due
1	Thursday	9/7	<ul style="list-style-type: none"> Review Syllabus Chapter 1 – Introduction to Law and Management in Sport 	<ul style="list-style-type: none"> Chapter 1: Pages 3 – 15 Power Point # 1 	<ul style="list-style-type: none"> Read Syllabus
2	Monday	9/11	<ul style="list-style-type: none"> Chapter 2 – The U.S. Legal System and Using Legal Resources Legal Brief Assignment 	<ul style="list-style-type: none"> Chapter 2: Pages 17 – 37 Power Point # 2 	<ul style="list-style-type: none"> Review Legal Brief Assignment in Canvas and select case Quiz #1 Discussion Board Entry #1
	Thursday	9/14	<ul style="list-style-type: none"> Chapter 3 – The Employment Relationship: Creation and Termination of Employment (Overview of Contract Law) 	<ul style="list-style-type: none"> Chapter 3: Pages 41 – 73 Power Point # 3 	<ul style="list-style-type: none"> HW # 1: Page 73, Discussion Question # 2, 3, 6, & 7
3	Monday	9/18	<ul style="list-style-type: none"> Chapter 7 – Labor Relations and Collective Bargaining in Sports 	<ul style="list-style-type: none"> Chapter 7: Paged 156 – 195 Power Point # 4 	<ul style="list-style-type: none"> Quiz #2 Discussion Board Entry #2 HW # 2: Page 192, Discussion Questions # 1, 2, 3, 5
	Thursday	9/21	<ul style="list-style-type: none"> Chapter 11 – Governance Issues in High School and College Athletics 	<ul style="list-style-type: none"> Chapter 11: Pages 297 – 331 Power Point # 5 	<ul style="list-style-type: none"> Collective Bargaining Assignment due on Canvas HW # 3: Page 330, Discussion Questions # 1, 3, 8, 9 Quiz #3 Discussion Board Entry #3
4	Monday	9/25	<ul style="list-style-type: none"> No lecture – use course period to 	None	<ul style="list-style-type: none"> None

			work on Freedom of Expression and Case Brief Assignments		
	Thursday	9/28	<ul style="list-style-type: none"> Chapter 12 – Regulation of Participation and Athlete Rights in High School and College Athletics 	<ul style="list-style-type: none"> Chapter 12: Pages 335 – 386 Power Point # 6 	<ul style="list-style-type: none"> HW # 4: Page 384-385, Discussion Questions # 1 and 6, and Learning Activity # 4 Quiz # 4 Discussion Board Entry # 4
5	Monday	10/2	<ul style="list-style-type: none"> No lecture – use course period to work on Freedom of Expression and Case Brief Assignments 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None
	Thursday	10/5	<ul style="list-style-type: none"> Chapter 5: Employment Discrimination Part I: Terms and Conditions of Employment 	<ul style="list-style-type: none"> Chapter 5: Pages 97 – 128 Power Point # 7 	<ul style="list-style-type: none"> HW # 5: Page 126, Discussion Questions # 2 and 3
6	Monday	10/9	<ul style="list-style-type: none"> Chapter 6 – Employment Discrimination, Part II: Harassment and Employee Expression 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Employee Freedom of Expression Assignment Due
	Thursday	10/12	<ul style="list-style-type: none"> Chapter 14: Participant Violence 	<ul style="list-style-type: none"> Chapter 14: Pages 464 – 475 Power Point # 9 	<ul style="list-style-type: none"> Quiz #5 Discussion Board Entry #5
7	Monday	10/16	<ul style="list-style-type: none"> Optional Test Review and Q & A 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None
	Thursday	10/19	<ul style="list-style-type: none"> No lecture 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Case Brief Assignment Due
8	Monday	10/23	<ul style="list-style-type: none"> Test during class period on Canvas 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None