



TENNIS BEYOND THE COURT:
SAFEGUARDING PLAYERS THROUGH
LEGAL AND STRUCTURAL REFORMS IN
THE ATP, WTA, AND ITF

Author: LOU BROULEAU

Thesis Supervisor: Rodrigo Arias Grillo

March 2025

STATEMENT OF ORIGINALITY

The author, student at the O REI Sports Law Institute's Master's degree, Master in Sports Law LLM:

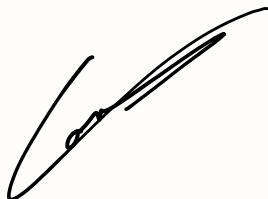
Lou Brouleau

Declares under her responsibility, that the Master Thesis titled:

**“Tennis Beyond the Court:
Safeguarding Players through Legal and Structural Reforms
in the ATP, WTA and ITF”**

Is the exclusive result of her work, and therefore no written, photographed, or recorded source by another person has been used without quoting it adequately in the text and in the final bibliography.

Date and signature of the author:



14.03.2025

DISCLOSURE PERMISSION

The author, student at the O REI Sports Law Institute's Master's degree, Master in Sports Law LLM:

Lou Brouleau

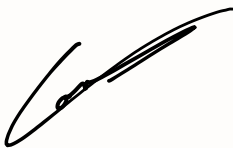
HEREBY PERMITS

That the Master Thesis titled:

**“Tennis Beyond the Court:
Safeguarding Players through Legal and Structural Reforms in
the ATP, WTA and ITF”**

Can be displayed in the channels (radio, television, internet, press, social networks) which the O REI Sports Law Institute considers necessary for the professional promotion of its students, provided that its authorship is cited.

Date and signature of the author:



14.03.2025

ABSTRACT

Tennis is a sport of immense complexity, demanding not only extraordinary physical prowess but also remarkable mental resilience from athletes. As a globally celebrated discipline, it offers them both unique opportunities and challenges.

The categorization of players as independent contractors manifests significant gaps in the governance structures of organizations such as the ATP, WTA, and ITF, particularly concerning legal safeguards and player support.

Thus, by focusing on governance, integrity, and player welfare, this study offers practical guidelines for these international governing bodies to better address the priorities and well-being of all professional tennis players.

Ultimately, it advocates for a collaborative approach among governing bodies to advance tennis as a sport that fully supports players both on and off the court.



CONTENTS

I. GLOSSARY OF TERMS	7
-----------------------------------	----------

II. INTRODUCTION.....	8
A. Background and Context	8
B. Relevance of the Study	8
C. Research Question and Objectives of the Study.....	9
D. Methodology	9
E. Structure of the Study.....	10

III. GOVERNANCE STRUCTURES AND LEGAL FRAMEWORKS IN PROFESSIONAL TENNIS.....	12
A. Tennis Governing Bodies	12
(i) The International Tennis Federation (ITF)	12
(ii) The Association of Tennis Professionals (ATP)	13
(iii) The Women’s Tennis Association (WTA).....	15
(iv) Interaction and Coordination Among Governing Bodies	16
B. Players’ Unions and Associations	18
(i) The Role and Structure of the Professional Tennis Players Association (PTPA)	18
(ii) Players as Independent Contractors.....	21
(iii) Interaction Between the PTPA and Governing Bodies.....	23
(iv) Resistance or Support from Governing Bodies and Top Players	27
(v) Prospects and Areas for Growth.....	29

IV. SAFEGUARDING IN PROFESSIONAL TENNIS	30
A. Existing Legal Safeguards: An Overview	30
B. Main Gaps in the Current Safeguarding Framework	30

V. INTEGRITY IN PROFESSIONAL TENNIS	32
A. Anti-Corruption Legal Framework	32
B. Manipulation of Sports Competitions	35
C. Betting and Gambling Related Activities	38
D. Legal and Structural Reforms Needed	39

VI. ANTI-DOPING IN PROFESSIONAL TENNIS	41
A. Anti-Doping Legal Framework	41
B. Balancing Fair Play with Athlete Rights	44
(i) Fair Process and Procedural Guarantees	44
(ii) Proportionality of Sanctions	46
C. Case Study Analysis: ITIA v. Sinner and Others	47
D. Legal and Structural Reforms Needed	49

VII. HEALTH AND CAREER SUSTAINABILITY IN PROFESSIONAL TENNIS ...	50
A. Legal Framework for Player Health and Wellbeing	50
(i) Overloaded Match Calendar and Risk of Burnout	50
(ii) Mental Health Support and Online Abuse	51
B. Legal Framework for Career Longevity and Sustainability	53
C. Legal and Structural Reforms Needed	54

VIII. COMMERCIALIZATION AND PLAYER ECONOMIC INTERESTS.....	57
A. Commercial Demands vs Player Economic Welfare Framework	57
B. Legal and Structural Reforms Needed.....	58

IX. COMPARATIVE ANALYSIS WITH OTHER SPORTS.....	60
A. Insights from Team Sports: FIFPRO Model.....	60
B. Integrating Best Practices to Professional Tennis.....	61

X. CONCLUSION.....	62
--------------------	----

REFERENCES.....	66
-----------------	----

ANNEXE	85
--------------	----

I. GLOSSARY OF TERMS

ADRV	Anti-Doping Rule Violation
ATP	Association of Tennis Professionals
CAS	Court of Arbitration for Sport
FIFPRO	Fédération Internationale des Associations de Footballeurs Professionnels
ISRM	International Standard for Results Management
ITIA	International Tennis Integrity Agency
ITF	International Tennis Federation
PTPA	Professional Tennis Players Association
TACP	Tennis Anti-Corruption Program
TADP	Tennis Anti-Doping Programme
WADA	World Anti-Doping Agency
WTA	Women's Tennis Association

II. INTRODUCTION

A. Background and Context

Tennis stands out as a physically demanding and mentally challenging sport, requiring players to excel in an individual, high-pressure environment. As a globally celebrated sport, it operates under the governance of organizations such as the ATP, WTA, and ITF, which oversee tournaments, rankings, and regulations. Unlike team sport athletes who benefit from the stability of club contracts, tennis players function as independent contractors, managing their careers without institutional support.¹ This model brings about distinct challenges, especially for lower-ranked players, who often face financial insecurity and limited access to resources.²

The individualistic nature of tennis, combined with the demands of a packed tournament schedule, places significant pressure on athletes. As a result, in recent years, concerns around mental health, player burnout, and long-term career sustainability have become increasingly prominent, highlighting the need for systemic change.³ At the same time, integrity issues – such as match-fixing, doping, and online abuse – have revealed weaknesses in the sport's current governance framework, further reinforcing the urgency for change.⁴

B. Relevance of the Study

As professional tennis faces unique challenges, increasing scrutiny has been placed on how the sport supports its athletes and enforces governance standards, making this study particularly relevant. Recent controversies have highlighted the challenges players face, exposing tensions between individual well-being, institutional policies, and growing commercial pressures. As tennis continues to globalize, concerns

persist over whether existing frameworks can effectively safeguard players while maintaining the sport's financial and competitive integrity.

Thus, by critically evaluating the shortcomings of current policies and exploring potential reforms, this research contributes to ongoing discussions on athlete protection, ethical governance, and the evolving role of regulatory bodies. It seeks to propose actionable solutions that bridge the divide between the sport's commercial objectives and its responsibilities toward players.

C. Research Question and Objectives of the Study

As outlined above, this thesis aims to expose the key challenges inherent in the current governance structures of professional tennis – focusing on the ATP, WTA, and ITF – that hinder effective player safeguarding. It seeks to identify the key areas where current policies fall short in protecting player rights, and based on these insights, propose concrete and actionable reforms to enhance collaboration among governing bodies and better support player welfare. By providing well-founded recommendations, it aspires to inform policy discussions and contribute a governance model that is more transparent, resilient and responsive to the needs of players.

Accordingly, this research is guided by the following central question: *To what extent do the current legal and regulatory frameworks of professional tennis governance – specifically within the ATP, WTA, and ITF – fail to ensure effective player protection, and how can these governing bodies improve collaboration to develop a unified, player-centered governance model?*

D. Methodology

This thesis employs a qualitative research methodology, drawing on a comprehensive review of existing literature, case studies, and official documents from key governing bodies and player associations. The AI system ChatGPT has been

employed as a supportive tool in drafting and structuring the content, with the aim of enhancing clarity, coherence, and precision, while fully preserving the work's integrity and originality. Its use has contributed to organizing ideas and refining the presentation of the topics addressed, always anchored in a rigorous and relevant body of academic and professional sources.

A significant component of this research relies on secondary data obtained from organizations such as the ATP, WTA, ITF, and the ITIA, which provides crucial insights into existing policies and highlight areas in need of reform. In addition, an in-depth examination of legal documents and governance reports strengthens the study's assessment of the current regulatory framework.

Hence, by means of this methodological approach, the thesis at hand aims to provide a well-rounded analysis of the legal and structural challenges affecting player welfare in professional tennis.

E. Structure of the Study

This study is structured into nine comprehensive chapters, each addressing a critical aspect of professional tennis governance and player welfare.

To begin with, the study is introduced through *Chapter II* which outlines its context, significance, research question, and methodology. *Chapter III* then examines the governance structures and legal frameworks of the ATP, WTA, and ITF, as well as the role of the PTPA, in advocating for player rights and influencing policy changes.

Furthermore, the core chapters of the study – this is, Chapters *IV* to *VIII* – identify and examine key areas that require substantial reform. Each chapter identifies pressing challenges regarding player welfare and protection, assesses their impact, and proposes targeted recommendations for improvement. *Chapter IV* begins by evaluating the current safeguarding mechanisms in professional tennis, outlining the roles of key stakeholders and identifying legal gaps within the existing framework. Building on this, *Chapter V* explores integrity issues in professional tennis, including the legal

frameworks governing anti-corruption measures, manipulation of sports competitions, and the regulation of betting and gambling. Expanding on governance-related concerns, *Chapter VI* assesses the anti-doping framework, focusing on the World Anti-Doping Agency (WADA) and ITIA regulations, fair play principles, and key case studies that illustrate enforcement challenges. *Chapter VII* then shifts the focus to career sustainability, addressing issues such as overloaded match schedules, mental health struggles, injury prevention, and the need for long-term player support. Finally, *Chapter VIII* examines the financial landscape of professional tennis, addressing the existing tension between commercialization and player welfare, and the need for compensation reforms.

In addition, *Chapter IX* offers a comparative analysis with governance models in team sports, particularly the FIFPRO framework, to identify best practices that could be adapted to professional tennis, and, in this way, provide the study with a broader perspective.

Lastly, *Chapter X* synthesizes the key findings of the study, reflects on its contributions, and outlines directions for future research and policy developments.

III. GOVERNANCE STRUCTURES AND LEGAL FRAMEWORKS IN PROFESSIONAL TENNIS

A. Tennis Governing Bodies

(i) The International Tennis Federation (ITF)

Role and structure of the ITF as the global governing body of tennis

The International Tennis Federation (ITF), as the global governing body of tennis, plays a crucial role in shaping the sport's future worldwide.⁵ It is responsible for establishing and overseeing the official rules and regulations, ensuring consistency across various levels and tournaments. The ITF also works closely with national tennis federations, the Association of Tennis Professionals (ATP), the Women's Tennis Association (WTA), and the International Olympic Committee (IOC), to enforce these rules and safeguard the integrity of the game. In the realm of the Olympic tennis, the ITF collaborates with the IOC to organize tennis events for Summer Games.⁶

Additionally, the ITF oversees major tournaments, the lower-ranked professional circuits, the Davis Cup and the Billie Jean King Cup, and the four major tournaments: Australian Open, French Open, Wimbledon and the US Open, in partnership with the ATP and the WTA. According to the ITF Statutes, "*the Grand Slams will be classified as Official Tennis Championships and will carry the most weight in the determination of the World Champions for each year*".⁷ The ITF World Tennis serves as a structured pathway for players transitioning from the junior circuit to the professional level. These events play a crucial role in the development of aspiring

athletes by providing them with competitive opportunities to gain ranking points, refine their skills, and advance their professional careers within the global tennis ecosystem.

Moreover, the ITF also plays a pivotal role in advocating for the growth of tennis globally. This includes creating development programs for emerging markets, especially in regions where tennis is less established. Through initiatives such as the ‘Facility Grant Programme’ and the ‘Junior Tennis Initiative’ (JTI), the ITF works to increase access to tennis by providing coaching resources, improving facilities, and hosting grassroots events, ultimately expanding the sport's reach and fostering new talent worldwide.^{8 9} This focus on global expansion helps ensure tennis remains a widely played and inclusive sport across diverse communities.

(i) The Association of Tennis Professionals (ATP)

Role and structure of the ATP in governing men’s tennis

The ATP serves as the principal governing body for men’s professional tennis, overseeing the ‘ATP Tour’ and the ‘ATP Challenger Tour’.¹⁰ Established in 1972 by Donald Dell, Jack Kramer, and Cliff Drysdale, the ATP was created during the first week of the US Open to protect the interests of male professional tennis players. The ATP is currently led by its president, Andrea Gaudenzi, an Italian and former professional tennis player who has been serving in this role since 2020.¹¹ By acting as a unified body, the ATP established a world ranking system to assess player performance and determine tournament entry more objectively. Until 1989, ATP representatives worked with both the ITF and tournament representatives to guide men’s professional tennis in a manner that supported the interests of the players.¹² In 1990, the ATP Tour began its inaugural season that included the top 50 players in the world, who had signed contractual agreements to participate, and 76 tournaments. This organization, which officially became the ATP in 2001 and the ‘ATP World Tour’ in 2009, was not longer

simply a players' association, but a unique partnership between the player members and the tournament members.

The main responsibility of ATP lies in organizing the men's professional tennis circuit, which includes prestigious tournaments such as the 'ATP Masters 1000', 'ATP 500', and 'ATP 250' events. Additionally, the ATP manages the 'ATP Challenger Tour', providing opportunities for up-and-coming players to improve their rankings and gain experience.¹³ One of the significant aspects of the ATP's governance is the ATP Player Council, which represents the interests of male professional tennis players and functions similarly to a union. The organization is governed by a Board of Directors, a Player Council, and a Tournament Council. The Board of Directors is elected by the members and comprised of a Chairman, three player representatives, and three tournament representatives. The Player Council has 11 members, and includes four 1–50 ranked singles players' representatives, two 51–100 ranked singles players' representatives and one alumni's representative. A few years ago, the then top 3 players, Rafael Nadal, Roger Federer, and Novak Djokovic were three of the representatives, indicating the seriousness with which the top players consider their role in the governance of their sport.¹⁴ Through the Player Council, players can advocate for higher shares of prize money and enhanced welfare rights.¹⁵

The association also administers the official player rankings system, which was introduced in 1973 to streamline tournament entry criteria and ensure a fair and transparent method of determining player standings. These rankings are based on the points earned by the players in official ATP-certified men's singles or doubles events over the preceding 52-week time frame.¹⁶ Having said that, the ATP is much more than 'just' an association of professional tennis players that organizes tournaments. In fact, it plays a crucial role in not only representing the players' interests but also in maintaining the integrity and structure of the sport as a whole.

(ii) The Women's Tennis Association (WTA)

Role and structure of the WTA in governing professional women's tennis

The Women's Tennis Association (WTA), established in 1973 by Billie Jean King, serves as the principal governing body for professional women's tennis. Its mission is to promote and develop the sport for women worldwide.¹⁷ The WTA manages the 'WTA Tour', which is the international professional tennis circuit for women and includes various tournaments, such as Grand Slam events. What is more, a cornerstone of the WTA's advocacy is the pursuit of equal prize money for female players, a commitment that has led to significant milestones such as achieving equal prize money at Grand Slam tournaments, thereby promoting gender equality in professional sports.¹⁸

Key milestones in WTA history reflect the organization's dedication to empowering female athletes and promoting their achievements on a global scale. Here are some significant historical moments that highlight the WTA's impact:

In 1992, Monica Seles emerged as a dominant force in women's tennis, earning more prize money than the top men's player at the time, Stefan Edberg, for the second consecutive year. This highlighted the increasing recognition of female athletes in the sport. By 1995, the 'WTA Players Association' merged with the 'Women's Tennis Council' to establish the 'WTA Tour', marking a significant step in unifying women's professional tennis. Following Monica Seles' inspiring comeback that summer, the tour ended the season with a new title sponsor, the software company 'Corel'.

In addition, a landmark achievement occurred in 2007 when Roland Garros and Wimbledon finally offered equal prize money for both male and female players, fulfilling a 30-year campaign for parity in tennis. With this historic milestone, all four Grand Slam tournaments now provided equal financial rewards for both genders.¹⁹

Furthermore, the WTA Board of Directors plays a crucial role in guiding the organization and ensuring that the interests of players, tournaments, and stakeholders

are effectively represented. The current board is chaired by Steve Simon and includes player representatives such as Anja Vreg, Kurt Zumwalt, and Julia Boserup, along with tournament representatives like Adam Barrett and Alastair Garland. Additional board members include WTA CEO, Portia Archer, and Federation representatives, David Haggerty and Jackie Nesbitt. This diverse composition ensures that various perspectives within women's tennis are considered in decision-making processes.²⁰

Recently, significant changes have occurred within the board, where it was announced that Steve Simon will step down as CEO of the WTA while retaining his position as Chairman. These developments underscore the WTA's ongoing efforts to create a more inclusive environment for the growth and advancement of women's tennis.²¹

(iii) Interaction and Coordination Among Governing Bodies

Overlapping competencies and regulatory challenges

Tennis presents unique challenges for players, requiring constant travel, significant financial investment, and high physical and mental endurance. Acting as their own business entities, they must independently make crucial career decisions, navigating the challenges of the sport on their own. This is why player welfare has become crucial, and governing bodies must take responsibility for ensuring their protection and support.

Interaction between the ATP, WTA and ITF in player welfare

Player welfare in tennis refers to the physical, mental, and emotional well-being of professional and amateur players.²² It encompasses injury prevention, workload management, mental health support, financial stability, and safeguarding against abuse or exploitation. With the sport's demanding schedule, governing bodies like the ATP,

WTA, and ITF implement policies to ensure adequate rest periods, medical care, and psychological support. Recent discussions highlight concerns over excessive match loads, the impact of travel, and the need for better protection of young and vulnerable players.

As defined by the 'ITF Safeguarding Policy', "*safeguarding is the action taken to promote the welfare of all participants by people and organisations, working together to prevent and eliminate the risks of injury or harm to their health and development.*"²³ The ITF has both a welfare policy and separate safeguarding policies for adults and children.²⁴ However, the distinction between welfare and safeguarding policies seems to be somewhat confusing. For instance, the United Nations Convention on the Rights of the Child (UNCRC) of 1989, defines a child as any individual under the age of eighteen (18), while an adult is considered any person aged eighteen (18) or older.

Nevertheless, inconsistencies arise in the interpretation and application of these definitions within ITF policies. For example, in paragraph 15 of the 'ITF Adults Safeguarding Policy'²⁵, the organization applies the 'Relationship of Trust' doctrine to mitigate risks. This provision seeks to protect individuals under 18, recognizing that despite their legal capacity to consent to sexual activity, an imbalance of power in such relationships renders them abusive and constitutes a breach of the ITF Children Safeguarding Policy's 'Code of Conduct'.

In addition, the 'ITF Welfare Policy'²⁶ addresses sexual conduct differently. Under section IV, it states that:

"a) Covered Persons shall not make sexual advances towards or engage in any sexual contact with any player who is (i) under the age of 17, or (ii) under the legal age of consent in the relevant jurisdiction."

Meanwhile, the 'ITF Children Safeguarding Policy'²⁷ under section 14 titled 'Relationships of Trust / Abuse of Trust', establishes that inappropriate sexual behavior with or towards children is unacceptable and likely unlawful. The policy acknowledges

that while the legal age of sexual consent varies by country (e.g. , 16 in the United Kingdom), some jurisdictions classify certain conduct by individuals in positions of trust as a sexual offense, even if the child has reached the legal age of consent.

Additionally, complexities arise when dealing with international participants, as legal definitions and safeguarding obligations may differ across jurisdictions. The welfare policy primarily concerns credentialed individuals or "covered persons" raising questions about its scope.

Lastly, article eight (8) of the 'ITF Safeguarding Adults Policy' highlights the importance of collaboration with the ATP and WTA to ensure tennis is a safe and inclusive sport globally.²⁸ This partnership allows for coordinated action, provided that a prior due diligence process is agreed upon between the governing bodies. Such collaboration enables the imposition of reciprocal provisional suspensions or sanctions on individuals under investigation. Similarly, the 'WTA Safeguarding Policy' recognizes sanctions and suspensions imposed by other organizations and reserves the right to enforce penalties on any covered person found in violation of another tennis organization or sports governing body's Code of Conduct.²⁹

B. Players' Unions and Associations

(i) The Role and Structure of the Professional Tennis Players Association (PTPA)

Building on this discussion, it is essential to examine the role of the PTPA and other player unions and associations in safeguarding, education, and overall player welfare. Founded to advocate for the rights and interests of professional tennis players, the PTPA offers a variety of services designed to support players both on and off the court. These services include educational resources, legal support, mental health assistance, and financial planning, as outlined on their website.³⁰

Creation and evolution of the PTPA

Created by Novak Djokovic and Vasek Pospisil, the organization aims to protect top players and bring to tennis a common voice to defend their rights in their circuit.³¹ Having said this, it is important to highlight that they were both members of the ATP Player Council, as their association with the ATP will, to some extent, influence and be influenced by the developments in this matter.³² The PTPA, founded in 2019, is a player-driven organization dedicated to supporting professional tennis athletes.³³ Its primary goal is to advocate for players' rights both on and off the court, positioning itself as a leading voice for the global tennis community.³⁴ The core group represents top 250 men's and women's singles players and top 100 men's and women's doubles players, even though they mention that they offer services across all rankings dependent on their needs.³⁵ The PTPA can provide support in a variety of player welfare issues, including, but not limited to, anti-doping, payment of fines, understanding rules and regulations and legal processes, medical matters, mental health, harassment and abuse, and travel and accommodations.³⁶

Unlike the ATP and WTA, which represent players and tournaments, the PTPA seeks to act solely in the players' interests by providing them with an independent voice in decision-making processes. It focuses on improving transparency, ensuring fair treatment, and addressing systemic issues such as tournament conditions, prize money distribution, and scheduling.³⁷

A key aspect of the PTPA's advocacy is uniting players under a collective body to amplify their voices. This approach is particularly important in a sport where individual players often lack the bargaining power to negotiate better terms. The PTPA works toward achieving fairer policies for players across all rankings and genders, ensuring that the tennis ecosystem values players' contributions appropriately. Having said that, compared to other sports, tennis players receive less than 20% of their sport's revenue.³⁸ Not only do they earn less from the sport's overall earnings, but they also bear many of their own expenses, such as travel and coaching, due to their status as independent contractors. Additionally, all WTA tennis players and ATP tennis players

who are not ranked in the top 250 do not have a guaranteed minimum salary, and their income is largely determined by their results in tournaments and the sponsorship contracts they are able to secure. This situation highlights the financial vulnerability many players face, particularly those ranked lower, who struggle to cover their costs without consistent earnings from match results.

Beyond financial concerns, safeguarding has emerged as a critical issue in professional tennis, particularly considering recent scandals and allegations of abuse within the sport. Safeguarding refers to the measures taken to protect athletes, especially young and vulnerable players, from physical, emotional, and psychological harm.³⁹ This includes preventing abuse, ensuring safe training environments, and providing support systems for players who experience misconduct.

Structure and operations of the PTPA

The PTPA is dedicated to safeguarding and supporting both men's and women's professional tennis players worldwide, ensuring that even lower-ranked players have representation and advocacy. The PTPA is dedicated to safeguarding and supporting both men's and women's professional tennis players worldwide, ensuring that even lower-ranked players have representation and advocacy. By focusing on collective action, the PTPA addresses the unique challenges faced by players across all ranking levels, promoting fairness and equity within the sport.⁴⁰

The financial struggles of lower-ranked players have been well-documented, with many facing challenges in covering travel, coaching, and other expenses due to inconsistent earnings. By advocating for initiatives like guaranteed minimum earnings and providing a platform for all players' voices, the PTPA aims to create a more sustainable and inclusive environment in professional tennis.⁴¹

The organization operates through a board of directors and player-led committees, which focus on specific issues such as financial equity, health and safety, and career development. The PTPA is structured to represent and advocate for

professional tennis players worldwide through several key components that collaborate to support players' interests.

The Player Executive Committee, established in January 2023, includes eight (8) distinguished players such as Novak Djokovic, Hubert Hurkacz, Ons Jabeur, Bethanie Mattek-Sands, Vasek Pospisil, Diego Schwartzman, Zheng Saisai and Taylor Townsend ensuring diverse representation and leadership within the association. The Executive Leadership is headed by Ahmad Nassar, who was appointed as Executive Director in August 2022, overseeing strategic initiatives and the development of player services and programs.⁴² One of its key initiatives is to advocate for a fairer distribution of revenue.

Additionally, the PTPA works to address the challenges faced by lower-ranked players, who often struggle to cover travel and training expenses.⁴³ By providing a platform for collective bargaining, the PTPA seeks to empower players and ensure their concerns are addressed by the sport's governing bodies.

(ii) Players as Independent Contractors

Legal status and implications for players rights

As previously mentioned, the classification of professional tennis players as independent contractors is deeply rooted in the nature of the sport itself. Unlike team sports, where athletes are typically employed by franchises or clubs (and are considered employees), tennis is an individual pursuit. This means that players are responsible for their own training, scheduling, and performance. As such, this model provides players with autonomy and flexibility, allowing them to select their own coaches, support teams, and set their own schedules. It also enables them to seek individual sponsorships and endorsements, which can significantly supplement their income, especially for those at the top of the rankings. Thus, the individualistic nature of the sport has made this classification a practical choice, aligning with the ethos of personal control over one's career.⁴⁴

Frustrations with the existing system

Despite the freedom it offers, the independent contractor model presents several challenges and frustrations for professional tennis players.

One of the main issues is the lack of collective bargaining power. As independent contractors, in individual sports like tennis, where players change countries or continents every week, forming unions becomes particularly challenging. Players cannot engage in collective negotiations, which means they are unable to secure better wages, benefits, or working conditions. This absence of collective representation places considerable strain on lower-ranked players, whose earnings are often insufficient to cover the high costs associated with the sport, such as travel, coaching, and medical expenses. Although the PTPA has made significant efforts to enhance player representation, collective bargaining remains insufficient. As a result, many players face financial instability, as income is directly tied to performance, with only a small number of players earning significant prize money or sponsorship deals.

In addition, independent contractors lack the legal protections afforded to employees. They are not entitled to rights such as workplace safety or protections against discrimination, leaving them exposed to potential exploitation and neglect. The absence of protections can be particularly problematic in situations involving injuries or disputes with governing bodies. Moreover, the inability to unionize means that players are often powerless in addressing these systemic issues. Without a collective voice, they are at the mercy of governing bodies like the ATP, WTA, and ITF, who have the authority to set rules and regulations without input from the players.⁴⁵

Due to numerous challenges beyond the court affecting their financial stability and overall well-being, we can highlight disparities in prize money distribution across different tournament levels, a lack of transparency in Grand Slam revenue sharing—where only 7% of profits go to men and 7% to women, with no clarity on the remainder—a congested calendar, limited access to legal counsel and minimal player influence on key decisions shaping their careers. With only the top 100 players earning

a sustainable living from the sport, these issues became even more pressing during the Covid-19 pandemic.⁴⁶

These frustrations have led to increasing calls for reform within the tennis community. Some advocate for reclassifying players as employees, which would entitle them to more protections and benefits, while others support the establishment of stronger players' associations, such as the PTPA, to represent their interests.⁴⁷ These changes could potentially address the inequities of the current system while still maintaining the personal autonomy that many players value.⁴⁸

(iii) Interaction Between the PTPA and Governing Bodies

Key issues and ongoing challenges

The PTPA's relationship with the ATP, WTA, and ITF has been marked by tension and disagreement. One of the most pressing issues is revenue sharing. Players have long argued that the current model disproportionately benefits tournaments and administrators, leaving athletes with a smaller share of the sport's profits.⁴⁹ The PTPA has pushed for a more equitable distribution, particularly for lower-ranked players who often operate at a financial loss.⁵⁰

One of the association's achievements is the advancement of financial stability as a new reform within the tennis industry, considering that it constitutes a significant concern for professional tennis players, especially those ranked outside the top tiers. In response to these challenges, the ATP introduced the 'Baseline' program in 2024, guaranteeing minimum income levels for the top 250-ranked singles players. For instance, players ranked in the top 100 are assured \$300,000 annually, those ranked 101 to 175 receive \$150,000, and players ranked 176 to 250 are guaranteed \$75,000.⁵¹ This initiative aims to provide players with greater financial certainty, allowing them to focus on their performance and invest in their teams.⁵² In 2024, the ATP distributed \$1.3 million to 26 players under this program, highlighting its impact on enhancing

financial security within the sport. The ATP plans to increase these financial thresholds in 2025, further supporting players across various ranking tiers.⁵³

Another major point of contention is governance. The PTPA has criticized the ATP and WTA for their decision-making processes, which players claim lack sufficient representation for athletes.⁵⁴ For example, while the ATP and WTA have player councils, these bodies are often seen as having limited influence over major decisions. The PTPA is consistently asking for a radical change securing independent player representation with legal obligations to prioritize player's interests, including and making rules fairer, more transparent, and with some meaningful choice for players.⁵⁵ The ITF, which oversees Grand Slam tournaments, has also faced scrutiny for its handling of player compensation and support.⁵⁶

Moreover, issues like tournament scheduling, player welfare, and the physical demands of the tennis calendar further complicate the relationship between the PTPA and these governing bodies. Nevertheless, despite these challenges, the PTPA remains committed to advocating for reforms that prioritize player welfare, particularly highlighting the risks of late-night matches. These matches, which can extend into the early morning hours, increase the likelihood of injury by 25%.⁵⁷ Additionally, over 11% of Grand Slam matches begin after 7:00 p.m., further emphasizing the need for change.⁵⁸ The PTPA has the potential to play a pivotal role in advancing safeguarding initiatives. The idea is to restructure the tour by implementing a fair and logical calendar with a meaningful off-season, adequate recovery time, and elimination of late-night matches.

Additionally, the PTPA aims to implement a transparent and consistent anti-doping program that ensures timely appeals and upholds full due-process. Unlike the ATP, WTA, and ITF, which are primarily focused on organizing tournaments and managing rankings, the PTPA is uniquely positioned to prioritize player welfare. For example, the PTPA could advocate for stricter safeguarding policies, such as mandatory background checks for coaches, clearer reporting mechanisms for abuse, and better mental health support for players. By giving players a collective voice, the PTPA can

push for systemic changes that address the power imbalances often exploited in cases of abuse.

However, safeguarding requires collaboration between players, coaches, tournaments, and governing bodies, which can be difficult to achieve in a sport as fragmented as tennis. The ATP, WTA, and ITF each have their own safeguarding policies, often criticized for being inconsistent or insufficiently enforced.

PTPA's reach and effectiveness within professional tennis

In its more than four years of existence, the PTPA has made notable progress in addressing the concerns of players. 2024 has been a pivotal year for the PTPA, with several important initiatives that reflect the association's growing influence and commitment to player support. Among the highlights are the launch of the Global Services program, which aims to enhance player advocacy, and the Mental Fitness Program that promotes mental health resources. The Athlete Counsel & Equity (ACE) Program, the second announcement of 2025, stands out for its legal significance. It provides pro-bono legal support to players, offering essential legal protection for those navigating challenging legal issues.⁵⁹

In summary, the key developments from the PTPA are the following:

2025

- **ACE Program** ⁶⁰: Provides pro-bono legal assistance, particularly in anti-doping and legal challenges, supporting players' rights.
- **PTPA-PTCA Partnership** ⁶¹ : Strengthens relationships with tennis organizations to broaden player support.

2024

- **Global Services Launch** ⁶²: Expands PTPA's reach with new services, helping players navigate complex issues.
- **Tennis Player Health Report** ⁶³: Focuses on player well-being and identifies health challenges.
- **Legal Review** ⁶⁴: Analyzes tennis' legal framework, advocating for reform in governance.
- **PTPA-IBP Tennis** ⁶⁵: Partnership aimed at empowering players within the tennis ecosystem expanding opportunities for semi-professional men's and women's players.
- **Mental Fitness Program** ⁶⁶: Offers resources to promote players' mental well-being.
- **Medical Network Announcement** ⁶⁷ : Provides access to medical professionals and resources for players' health needs.

2023

- **Empowering Players with Social Media Insights** ⁶⁸: Helps players understand the impact of their online presence.
- **Player Grievance Form for Support** ⁶⁹: Facilitates player support requests by allowing easy submission of grievances.

(iv) Resistance or Support from Governing Bodies and Top Players

The PTPA has faced a mix of support and opposition from different stakeholders. Notably, ATP Chairman Andrea Gaudenzi has shown openness to collaborating with the PTPA, suggesting the possibility of cooperation between the association and the established governing bodies.⁷⁰

Since its foundation, the PTPA, has faced notable resistance from top players. Prominent figures like Roger Federer, Rafael Nadal, and Andy Murray publicly voiced concerns about the PTPA's potential to create division within the sport. Federer and Nadal emphasized the need for unity, particularly advocating for collaboration between the ATP and WTA. Nadal expressed his reservations on social media, stating, *"these are moments where big things can be achieved as long as the world of tennis stays united. We all—players, tournaments, and governing bodies—must work together."*⁷¹ Federer echoed similar sentiments, highlighting the importance of cohesion in addressing the sport's challenges.

Andy Murray also questioned in 2021 the PTPA's exclusion of female players at its inception, stating that he would not support any player organization that didn't fully represent both men and women.⁷² Nevertheless, top female players like Ons Jabeur and Paula Badosa joined the Executive Committee in 2023. This stance underscored broader concerns about gender equity within the PTPA's framework. Additionally, some players argued that working within existing structures, like the ATP Player Council, would be a more constructive path for reform, as it allows for dialogue with governing bodies rather than creating a parallel organization.

This resistance from top players reflected deeper tensions regarding governance in professional tennis, with differing views on how best to advocate for players' rights and whether the PTPA's approach fosters unity or division within the sport.⁷³

On October 15, 2024, the PTPA, led by Executive Director Ahmad Nassar, issued an ultimatum to tennis' governing bodies, including the ATP, WTA, Grand Slams, ITF, and ITIA, demanding concrete solutions to player concerns by the 2025 Australian

Open. The PTPA seeks reforms in key areas: (i) implementing a fair tour calendar with adequate recovery time and eliminating late-night matches; (ii) establishing a consistent anti-doping program with timely appeals and due process; (iii) securing independent player representation with legal obligations to prioritize players' interests; and significantly increasing prize money, introducing revenue-sharing models, minimum salaries, annual bonus pools, and comprehensive benefits. Failure to meet these demands may prompt legal action, with the PTPA already securing legal representation. The PTPA emphasizes its focus on systemic reforms to benefit players and the broader tennis ecosystem.⁷⁴

(v) Prospects and Areas for Growth

Looking ahead, the PTPA aims to expand its influence by addressing key issues such as prize money distribution, player health, and governance. Novak Djokovic, a founding member, has been vocal about the need for a reevaluation of prize money, comparing it unfavorably with American sports like the NBA and NFL. He advocates for a better revenue split between tournaments and players, highlighting the lack of secure salaries for tennis professionals.⁷⁵

The association also seeks to enhance player welfare by advocating for fairer scheduling and match timings. Discussions around player fatigue, especially during late-night matches, have prompted the PTPA to call for a reevaluation of the tournament schedule to balance player well-being with fan experience.

Following the October 2024 ultimatum, where PTPA legal counsels affirmed their commitment to addressing players' legal challenges, the PTPA took decisive action with the launch of the Athlete Counsel & Equity (ACE) Program on January 29, 2025. Co-founded by WTA player Tara Moore, the ACE Program is a groundbreaking initiative in professional tennis, providing pro-bono legal support to players worldwide. Prominent global law firms King & Spalding LLP and Weil, Gotshal & Manges LLP serve as founding partners, offering expert legal counsel in cases related to anti-doping, anti-corruption, and other complex legal disputes. This program is the first of its kind

in tennis, designed to ensure equitable access to high-quality legal representation regardless of a player's financial resources.

The ACE Program was inspired by Moore's personal legal battle, which highlighted the emotional and financial toll that such disputes can impose on players. It reflects the PTPA's broader mission to advocate for player rights and well-being, filling a critical gap in the sport where governing bodies have historically failed to provide adequate legal support structures. The initiative underscores a shift in the tennis landscape, signaling that governing bodies must now act more responsibly to protect players' legal interests. By addressing these systemic issues, the PTPA continues to solidify its role as an independent representative for professional tennis players, committed to meaningful reforms within the sport.⁷⁶

In conclusion, the PTPA has made significant strides in representing and supporting professional tennis players, often taking bold actions to highlight the urgent need for reforms within the sport's governing bodies. While it faces challenges in gaining unanimous support from all stakeholders, its ongoing initiatives and collaborations indicate a positive trajectory toward improving the sport's governance and player welfare.⁷⁷

IV. SAFEGUARDING IN PROFESSIONAL TENNIS

A. Existing Legal Safeguards: An Overview

Professional tennis presents distinct structural and operational challenges that render its athletes particularly vulnerable compared to those in other sports. As discussed in the preceding sections of this study, the individual nature of the sport coupled with financial disparities among players, among other factors, significantly exacerbate their exposure to risks. As a result, safeguarding mechanisms are not only advisable but rather pivotal to ensuring that players receive the protection and support they rightfully deserve. Protective measures designed to shield players from physical, emotional and psychological harm are essential, enabling them to perform at their highest level while preserving their overall well-being.

That being said, while the ATP, WTA, and ITF have introduced initiatives aimed at enhancing player welfare, efforts remain insufficient in delivering sustainable and long-term solutions. A key issue is the lack of consistency and inadequate enforcement of these initiatives among governing bodies, as ensuring that safeguarding becomes an established reality within professional tennis requires a coordinated effort among the sport's key stakeholders – an effort that remains hindered by the fragmented nature of its governance.

B. Main Gaps in the Current Safeguarding Framework

As outlined above, persistent gaps and vulnerabilities continue to undermine player protection in professional tennis, rendering the current framework rather inadequate. These deficiencies are most evident in four critical areas: (i) integrity, (ii)

anti-doping enforcement, (iii) health and career sustainability, and (iv) the balance between commercialization and player economic interests.

Hence, to provide a comprehensive analysis of the research topic, this study will examine the existing safeguarding frameworks in each of these areas, identify the specific challenges that hinder the establishment of a unified and effective player welfare system, and propose targeted reforms.



V. INTEGRITY IN PROFESSIONAL TENNIS

A. Anti-Corruption Legal Framework

Anti-corruption laws aim to ensure the integrity of tennis and prevent unfair manipulation of match outcomes. Match-fixing and betting-related corruption are among the primary concerns. Tennis is a sport often susceptible to corruption due to the financial incentives from illegal betting markets. Therefore, policies and regulations, including the Tennis Anti-Corruption Program (TACP)⁷⁸, have been implemented to prevent and penalize such practices.

The TACP is enforced by the International Tennis Integrity Agency (ITIA)⁷⁹, which oversees violations and imposes sanctions on offenders. Anti-corruption efforts also aim to preserve the sport's reputation, ensuring that fans, sponsors, and media continue to trust the fairness of competitions.

In addition to the efforts made by sports governing bodies to combat match-fixing, an increasing number of countries have recognized the seriousness of this issue and have incorporated legal provisions into their criminal codes and disciplinary regulations to address the manipulation of sports results. Countries such as Australia, Bulgaria, Russia, United Kingdom, Portugal, Italy, and Spain, among others, have already taken legislative action. It is hoped that more nations will follow this path, acknowledging the scale of the problem and joining the global initiative to safeguard sports integrity.⁸⁰

Meanwhile, tennis continues to face significant integrity threats, with match-fixing, doping, and betting-related corruption emerging as primary concerns. Match-

fixing remains a persistent issue, with organized crime syndicates exploiting the sport's vulnerabilities.

As well mentioned before, ITIA is an independent body established in 2021 by the ATP, ITF, WTA and Grand Slams to protect the integrity of professional tennis worldwide.⁸¹ Its primary role is to investigate, prevent, and enforce actions against corruption and doping within the sport. ITIA operates under the TACP, which sets out the rules and regulations concerning match-fixing, betting, and related corrupt activities. In addition, the agency collaborates closely with law enforcement bodies, betting companies, and national federations to detect suspicious activities through advanced monitoring systems, including data analysis and intelligence sharing.⁸²

The effectiveness of anti-corruption laws has been a topic of debate. On the one hand, high-profile cases like that of Daniel Köllerer and Martin Vassallo Arguello have resulted in bans and suspensions, signaling the legal system's ability to deter match-fixing. However, enforcement challenges persist, including inconsistent penalties, the growing sophistication of illegal betting networks, and difficulties in detecting cases early enough to prevent manipulation. The issue also arises due to law enforcement, with some states having specific corruption laws. ITIA works closely and alongside Law Enforcement during any criminal investigations into match fixing in our sport. They may take action against players during or following completion of a criminal investigation when permitted to do so by law.⁸³ While some players may feel protected by the anti-corruption safeguards, others argue that these measures do not fully prevent the influence of underground betting syndicates.

In addition to ITIA's efforts, an increasing number of countries have recognized the severity of sports-related corruption and have incorporated legal provisions into their criminal codes and disciplinary regulations to address the manipulation of sports results. These national laws often work in tandem with ITIA regulations, enabling authorities to pursue both disciplinary actions (such as suspensions or bans) and criminal prosecution where applicable. For example, as previously mentioned, countries like Australia, and Italy have established robust legal frameworks that criminalize match-fixing, offering legal avenues beyond sports tribunals to hold offenders

accountable. Countries with robust legal systems, such as the UK, have successfully prosecuted individuals involved in match-fixing, using both sports tribunal rulings and criminal convictions as deterrents. According to a report by Interpol, these legal measures are becoming more widespread, with several other nations beginning to follow suit in their criminalization of match manipulation.⁸⁴

However, the application of both ITIA regulations and national laws faces significant challenges. While the ITIA has been successful in issuing disciplinary actions, such as suspensions or lifetime bans, the process of criminal prosecution can be more complex. Match-fixers often operate across national borders, making enforcement difficult due to jurisdictional challenges. Furthermore, the legal burden of proof in criminal cases is high, and cooperation from key witnesses is sometimes lacking. As Interpol's 'Handbook on Protecting Sport from Competition Manipulation' highlights, transnational criminal networks that engage in illegal betting make it even harder for individual nations to tackle corruption effectively.⁸⁵ This highlights the need for better coordination and shared intelligence among countries to address these cross-border issues.

Despite these hurdles, the combination of ITIA's regulatory authority and national legal provisions has led to significant progress. High-profile cases, such as the conviction of players involved in match-fixing and the imposition of sanctions, show that the system works in principle. However, experts agree that further efforts are needed to enhance investigative methods, improve cooperation between countries, and ensure that sanctions are applied consistently across the sport. ITIA's work, along with ongoing national reforms, is crucial to ensuring that tennis remains free from corruption, but there is a clear need for continuous improvement to stay ahead of sophisticated match-fixing schemes. As emphasized in ITIA's '2022 Annual Review', ongoing education for players and stakeholders, alongside improved enforcement, is key to tackling corruption at all levels of the sport.⁸⁶

B. Manipulation of Sports Competitions

A clear example of manipulation in tennis competitions is the case of Grigor Sargsyan, known as 'The Maestro' who led one of the largest match-fixing rings in tennis, recruiting over 180 professional players worldwide to manipulate match results for gambling profits. His operations spanned five continents and were facilitated by the booming \$50 billion tennis betting market. Sargsyan's methods included negotiating with players to fix specific parts of matches. His arrest in 2023, following a thorough investigation, highlighted the widespread corruption in tennis, with details from his phones revealing extensive illegal activities.⁸⁷ How did the legal system function to found him guilty in this case?

The process of proving someone guilty of match-fixing begins with identifying the burden of proof. In match-fixing cases, this burden falls on the governing or regulatory body of the sport. This means that the organization responsible for overseeing the sport must provide sufficient evidence to demonstrate that the competition has been manipulated.

The standard of proof required in these cases is known as "comfortable satisfaction." This standard is higher than the balance of probabilities used in civil cases but lower than the "beyond a reasonable doubt" standard used in criminal cases. The adjudicatory body must have a high degree of confidence in the quality of the evidence presented. This choice of standard acknowledges that corruption and manipulation are often concealed, requiring a nuanced approach to proving guilt.

Various types of evidence can be presented in match-fixing cases. Direct evidence is rare, so other forms of proof, such as phone records, transcripts from criminal investigations, anonymous witness statements, and betting analysis, are often used. In some cases, even illegally obtained evidence may be admissible if it is critical to establishing the truth.

In terms of penalties, the CAS has ruled that lifetime bans can be imposed on athletes found guilty of match-fixing. These bans are considered proportionate and

serve as a deterrent to others. The severity of the punishment underscores the importance of maintaining the integrity of the sport.

Lastly, the *ne bis in idem* principle prevents individuals from being judged twice for the same offence within the same regulatory framework. However, administrative measures can be imposed alongside disciplinary sanctions to protect the integrity of the sport. These measures may include temporary bans or exclusions from competitions. Overall, the process of proving someone guilty of match-fixing involves meeting a high standard of proof, presenting various types of evidence, and imposing severe penalties to uphold the principles of fair play and integrity in sports.⁸⁸

ITIA has intensified its efforts to combat match-fixing, issuing multiple bans and suspensions. In September 2024, five players were sanctioned for match-fixing activities dating back to 2017 and 2018, illustrating the long-term nature of investigations and enforcement challenges.⁸⁹

Additionally, the rise of sports betting has intensified the risks to tennis integrity. Players, including Caroline Garcia and Alice Tubello, have reported facing harassment and threats from disgruntled bettors after losing matches.⁹⁰ The surge in online betting platforms has made it easier for individuals to wager on even the most obscure matches, creating opportunities for manipulation at lower-tier events.

These trends underscore the complex challenges to tennis integrity, emphasizing the necessity for ongoing vigilance, stricter regulations, and global collaboration to safeguard the sport from corruption.

As outlined above, ITIA enforces the Tennis Anti-Corruption Program (TACP), which outlines strict regulations against match-fixing and related offenses. The TACP mandates that any attempt to manipulate match outcomes must be reported immediately to the ITIA.

ITIA collaborates with various stakeholders, including law enforcement agencies and betting companies, to detect and prevent corrupt activities. Their efforts, which are

directed towards upholding the sport's integrity by deterring corrupt practices through stringent enforcement, have led to significant sanctions.

In terms of regulatory policies, the ITIA has established several key sanctioning policies⁹¹, including:

- Sanctioning policies
- Agreed sanction summary
- Expedited agreed sanction summary
- Major offense summary
- Offense summary
- Provisional suspension information

These policies are designed to be clearly written, ensuring that individuals can easily understand the necessary steps to take in cases of misconduct. Additionally, the ITIA website provides accessible guidance for players and other covered persons on navigating the process.

However, while the TACP serves as a fundamental resource, it may be more precise and comprehensible for legal professionals than for tennis players. It is crucial for players to be aware of the sanctioning process to fully grasp its significance. Tennis players can often become easy targets for match-fixing, and they may not always recognize that actions such as deliberately losing a point, game, or set at someone else's request constitute a violation.

The sanctioning policies provide a structured framework for the Anti-Corruption Hearing Officers (AHOs), the Senior Director, and the ITIA Legal team in determining sanctions under the TACP. These sanctions range from high culpability to lesser culpability, with penalties varying from a formal admonishment to a lifetime ban, depending on the severity of the offense and the evidence presented. Financial penalties are also determined based on the number and gravity of offenses, with fines ranging from \$0 to over \$75,000.⁹²

Still, match-fixing remains a critical concern in professional tennis. The ITIA has been proactive in investigating and sanctioning individuals involved in such activities as match-fixing is considered to be one of the most severe offenses under its framework, posing a significant threat to the sport's integrity. For example, in a case adjudicated in 2024, player Yannick Jankovits was found guilty of multiple corruption offenses, including fixing specific points in matches.⁹³ According to the TACP 2025, Section D.1.d:⁹⁴

"No Covered Person shall, directly or indirectly, contrive the outcome or any other aspect of any Event."

This provision underscores the strict prohibition against any form of match manipulation, reinforcing the ITIA's commitment to maintaining fair competition and upholding the integrity of the sport.

C. Betting and Gambling Related Activities

The intersection of tennis and betting has introduced complex challenges. While regulated betting can generate revenue, it also opens avenues for corruption and player exploitation. The ITIA monitors betting patterns to detect irregularities that may indicate match-fixing. However, the proliferation of betting has also led to negative consequences for players, including harassment and threats from disgruntled bettors.⁹⁵ This dual-edged nature of betting necessitates robust monitoring and support systems to protect both the sport's integrity and the well-being of its participants.

The TACP explicitly defines "tennis betting" as: *"Placing a Wager in connection with the outcome or any other aspect of any Event or any other tennis competition. "Tennis Betting" expressly excludes all of the following to the extent that they do not involve a Wager: fantasy sports, prize or prediction competitions, sweepstakes, console, computer, online, social, social media or mobile games or applications"*.⁹⁶

The ITIA makes it clear when asking whether, as a player, I am allowed to bet on matches or tournaments in which I am not participating: *“You are not allowed to bet on tennis, at anytime, anywhere in the world, regardless of whether or not you are involved in the event.”*⁹⁷

Incorporating these insights from the ITIA and the PTPA will provide a comprehensive understanding of the current integrity landscape in professional tennis. These sources offer empirical evidence and expert perspectives essential for a nuanced analysis of the challenges and measures associated with maintaining fairness and transparency in the sport.

D. Legal and Structural Reforms Needed

Anti-corruption measures are essential to maintaining the integrity of sports. Enhanced AI-based monitoring of betting patterns can significantly aid in the early detection of match-fixing activities. By analyzing vast amounts of data in real-time, AI can identify unusual betting patterns that human monitors might miss. This accuracy ensures that legitimate bets are not unfairly scrutinized, while suspicious activities are flagged for further investigation. In today's digital age, data has become an invaluable asset, often referred to as the 'new gold'. Enhanced AI-based monitoring relies heavily on data to identify and prevent corruption. By leveraging data analytics, organizations can uncover patterns and anomalies in betting behaviors, contributing to more effective anti-corruption measures. The use of data not only improves accuracy and efficiency in detecting match-fixing but also enhances transparency and accountability within the sports industry.

Additionally, increased collaboration with law enforcement agencies allows for the exchange of valuable intelligence and expertise. Law enforcement agencies have the authority to conduct thorough investigations, make arrests, and prosecute offenders, serving as a powerful deterrent to potential match-fixers. The use of data further strengthens these efforts by providing concrete evidence to support investigations and

prosecutions. As data continues to grow in importance, investing in robust data management and analysis systems is crucial for protecting the integrity of sports and the well-being of athletes. This comprehensive approach ensures that all stakeholders can have confidence in the integrity of the enforcement process, promoting a fair and ethical environment in sports.

Furthermore, when it comes to education, tennis players should receive comprehensive training on ethical conduct, betting risks, and legal responsibilities. By understanding the principles of fair play and the consequences of violating anti-doping regulations, athletes can make informed decisions that uphold the integrity of their sport. Additionally, educating athletes on the risks and legal implications of betting can help prevent conflicts of interest and ensure a level playing field.

What is more, public awareness campaigns can further promote the importance of clean sport. By educating the broader public about the dangers of doping and collaborating with stakeholders, a unified approach to anti-doping education can be achieved. Continuous learning and regular updates ensure that athletes stay informed about the latest regulations and banned substances. Establishing a feedback mechanism for athletes can help improve the effectiveness of these programs and ensure they remain relevant and impactful.

VI. ANTI-DOPING IN PROFESSIONAL TENNIS

A. Anti-Doping Legal Framework

Having articulated the relevance behind regulating the manipulation of competitions and betting, it is important to understand how the anti-doping system operates in professional tennis. The World Anti-Doping Agency (WADA) plays a crucial role in establishing and harmonizing anti-doping policies across global sports, including tennis. At the heart of these efforts is the World Anti-Doping Code, which unifies anti-doping regulations among sports organizations.

Since the ITF is a signatory to the WADA Code, all professional tennis players must comply with WADA's anti-doping rules. The ITIA oversees and enforces the 'Tennis Anti-Doping Programme' (TADP) on behalf of the ATP, WTA, ITF, and Grand Slam tournaments.⁹⁸ The TADP manages anti-doping efforts, ensuring fair competition by testing players for banned substances and imposing sanctions on violators. It is crucial for all stakeholders to be familiar with these rules. Players are subject to testing for substances prohibited by WADA, and any violations will result in sanctions in accordance with the WADA Code.⁹⁹

The anti-doping landscape has recently evolved significantly, with increased sophistication in testing methodologies and enhanced regulatory mechanisms. WADA continuously updates the Code, ensuring compliance across all sports. One of its anti-doping efforts is 'ADAMS', a secure, cost-free web-based platform that centralizes key doping control information, including athlete whereabouts, testing history, laboratory results, the Athlete Biological Passport (ABP), Therapeutic Use Exemptions (TUEs), and details on Anti-Doping Rule Violations (ADRVs).¹⁰⁰ According to Article 5.5.1 of the

TADP, the ITIA will establish an Athlete Biological Passport (ABP) Programme in alignment with the applicable international standards.¹⁰¹

WADA and the ITIA are pivotal in shaping and enforcing anti-doping policies within professional tennis.

On the one hand, having been established in 1999, WADA's mission is to lead a collaborative worldwide movement for doping-free sport by developing, harmonizing, and coordinating anti-doping rules and policies across all sports and countries. Central to this mission is the Code¹⁰², which serves as the core document harmonizing anti-doping policies, rules, and regulations within sport organizations and among public authorities worldwide. WADA's key activities include scientific research, education, intelligence and investigations, development of anti-doping capacities, and monitoring compliance with the World Anti-Doping Program.¹⁰³

On the other hand, the ITIA, operational since January 2022, is responsible for managing and enforcing the TADP on behalf of major tennis organizations, including the ATP, WTA, ITF, and Grand Slam tournaments. The ITIA ensures that players are tested for substances prohibited by WADA, and any violations result in sanctions in accordance with the WADA Code.¹⁰⁴ Beyond testing, the ITIA emphasizes education, focusing on key stages of player development to inform and promote good decision-making regarding anti-doping and anti-corruption rules.

What is more, to enhance monitoring and enforcement, the ITIA has integrated Artificial Intelligence (AI) into its systems. AI-powered tools analyze betting patterns and social media interactions to detect anomalies and potential corrupt activities. A study published in 2024 developed an AI-based betting anomaly detection system to ensure fairness in sports, highlighting the effectiveness of AI in identifying match-fixing.¹⁰⁵ Additionally, the ATP Tour has partnered with Sportradar to launch an AI-powered online tracking system that monitors and flags abuse directed at players on social media platforms.¹⁰⁶ While implementing these technologies, the ITIA ensures that player privacy is protected. AI systems are designed to analyze data without infringing on personal privacy, focusing on detecting patterns indicative of corrupt activities rather

than monitoring individual behaviors. This approach allows for proactive intervention against potential threats while maintaining the confidentiality and privacy of players.

Nevertheless, regardless of these efforts, in recent years, the tennis anti-doping framework has encountered issues concerning the consistency and transparency of policy enforcement. Recent cases involving Sinner and Swiatek have ignited conversations about the necessity for thorough reforms within anti-doping organizations. Both Novak Djokovic and Daniil Medvedev have voiced significant concerns about the integrity and transparency of the anti-doping system, especially in light of Jannik Sinner's recent doping case. Djokovic articulated a "lack of trust" in doping agencies, highlighting inconsistencies in how regulations are enforced. He pointed out that many players feel the system may not always operate fairly, which could undermine the sport's integrity. His statements call for a more consistent and transparent application of the rules governing anti-doping efforts.¹⁰⁷

What is more, Medvedev echoed Djokovic's sentiments, expressing hope that Sinner's situation would "set a precedent"¹⁰⁸ for how such cases are handled in the future. He emphasized the necessity of establishing clear guidelines to maintain the integrity of the sport. Medvedev's comments reflect a collective demand from players for reforms to ensure fairness and uphold the credibility of tennis as a clean sport.

Together, the remarks from Djokovic and Medvedev underscore a critical moment in professional tennis, as athletes seek to reform the anti-doping system. Their declarations highlight the need for a more transparent and equitable framework, which is vital for maintaining athletes' trust and the integrity of the sport. As the ITIA and WADA work to address these concerns, feedback from players like Djokovic and Medvedev will be invaluable in shaping future policies.

To address these challenges, WADA and the ITIA continue to collaborate closely, striving to enhance the effectiveness of anti-doping policies and their implementation. This includes regular updates to the WADA Code and the TADP, as well as ongoing efforts to educate players and support staff about their responsibilities under these

regulations. Through these initiatives, both organizations aim to uphold the integrity of professional tennis and ensure a level playing field for all athletes.

B. Balancing Fair Play with Athlete Rights

In the realm of sports, particularly in anti-doping efforts, achieving a balance between maintaining fair play and protecting athlete rights is crucial. This balance ensures that athletes are held accountable for their actions while also safeguarding their fundamental rights throughout the process. The integrity of competition needs strict anti-doping enforcement as athletes' rights must be safeguarded through due process and proportionate sanctions.

(i) Fair Process and Procedural Guarantees

Ensuring fair process and procedural guarantees in doping cases is crucial to uphold athletes' rights and maintain the integrity of sports. Not only that, but a fair process and procedural guarantees are also essential to ensure that any decision won't be appeal for one of these conditions. The WADA Code and the International Standard for Results Management (ISRM) establish minimum procedural guarantees for athletes accused of anti-doping rule violations. These guarantees include the right to a fair hearing, access to evidence, and the opportunity to present a defense before an impartial tribunal.¹⁰⁹

Every process starts with a charged notice as mentioned in the TADP where a player of other person may have committed one or more Anti-Doping Rule Violations. It mentions: (i) details of the adverse analytical finding, (ii) the player's right to a copy of the laboratory documentation package for the adverse analytical finding (or a copy may simply be enclosed with the notice); (iii) the right of the player to request the analysis of the B Sample, explaining that any request for such analysis must be sent in writing so that it is received by the ITIA within ten days of the player's receipt of the

notice, failing which the right to the B Sample analysis will be deemed to be waived; and (iv) if such right is exercised, the right of the player and/or the player's representative to attend the opening and analysis of the B Sample by the laboratory that analyzed the A Sample at a date and time to be specified by the ITIA in accordance with Article 7.11.¹¹⁰

Where a notice is issued to a player based on an adverse analytical finding or adverse passport finding for a prohibited substance that is not a specified substance or for use of a prohibited method that is not a specified method, then (subject only to Article 7.12.3 of the TADP) a provisional suspension will come into effect automatically on the date specified by the ITIA in the notice or in further correspondence up to and including the charge letter.¹¹¹

The ITIA will assess any explanation provided, and may conduct such further investigation as it sees fit, including (without limitation) requesting further information and/or documents from the player or other person to whom the notice was sent within a set deadline, and/or liaising with third parties. A player or other person who receives notice of a provisional suspension pursuant to Article 7.12.1 or 7.12.2 has the right to apply to the Independent Tribunal, either before the provisional suspension comes into force or at any time prior to the final first instance decision on the merits.¹¹² Here is what has been widely criticized in Sinner's case: Article 7.12.3.1 a) that if a Player or other Person applies before the date specified in the Notice (or in subsequent correspondence, where applicable) for when the provisional suspensions comes into effect, the provisional suspension will not come into effect pending the decision on the application.¹¹³

If a player decides to go to the Independent Tribunal, then the Chair of the Independent Panel will appoint three people from the Independent Panel to form an Independent Tribunal to hear and determine the dispute, consisting of a legally qualified member acting as Chair of the Independent Tribunal and two other suitably qualified members. The Independent Panel and each Independent Tribunal will be operationally independent and institutionally independent, and will conduct its activities, including

hearings, in accordance with ISRM Article 8, and without interference from the ITIA or the ITF or any third party.¹¹⁴

Once appointed, the Chair of the Independent Tribunal will convene a preliminary meeting with the ITIA and its legal representatives, and with the player or other person and/or their legal representatives (if any), unless directions are agreed by the parties and approved by the Chair. The meeting may be held in person or by telephone conference call. The non-attendance of the player or other person or their representative at the meeting, after proper notice of the meeting has been provided, will not prevent the Chair of the Independent Tribunal from proceeding with the meeting in the player's or other person's absence, whether or not any written submissions are made on the player's or other person's behalf. The purpose of the preliminary meeting will be to allow the Chair to address any pre-hearing issues. If there is no consent to bring the case directly to CAS, a hearing will be held in London. However, with the consent of all parties and WADA, an assertion that the player or another person has committed one or more Anti-Doping Rule Violations may be heard directly by CAS, bypassing the need for a prior hearing. In any case, a decision from the Independent Tribunal can be appealed to CAS.

The TADP rules detail the rights of the accused, including the opportunity to present evidence and access to a timely and impartial adjudication process.¹¹⁵

(ii) Proportionality of Sanctions

Sanctions must correspond to the burden of proof and the severity of the violation. Under WADA's strict liability principle, athletes are held responsible for any prohibited substances detected in their system, regardless of intent.

The standard of proof in doping cases is based on the 'comfortable satisfaction' of the hearing panel, considering the seriousness of the allegation. This threshold is

higher than a mere balance of probabilities but lower than proof beyond a reasonable doubt.

When an athlete seeks to establish a fact or refute a presumption, the burden falls on the balance of probabilities.

However, the consequences of sanctions differ significantly across sports or inside the sport itself. In tennis, where rankings dictate tournament eligibility and financial stability, even a short suspension can have a disproportionate impact on an athlete's career. The ITIA v. Sinner case highlights this concern, as growing criticism questions whether standard doping sanctions adequately account for the unique structure of professional tennis competitions.

C. Case Study Analysis: ITIA v. Sinner and Others

The case of the ITIA v. Jannik Sinner offers significant insights into the procedural guarantees and fair process in doping adjudications within professional tennis.

In March 2024, Jannik Sinner, then the world's No. 1 men's tennis player, tested positive for *Clostebol*, a prohibited substance. Sinner contended that the substance entered his system inadvertently through a spray used by his trainer to treat an injury.¹¹⁶ An independent tribunal convened by Sport Resolutions determined that Sinner bore "No Fault or Negligence" for the anti-doping rule violations, accepting his explanation of unintentional contamination. Consequently, no period of ineligibility was initially imposed.¹¹⁷ WADA appealed the tribunal's decision to the Court of Arbitration for Sport (CAS), seeking a reassessment of the sanction. In February 2025, a settlement was reached, resulting in a three-month suspension for Sinner, effective from February 9 to May 4, 2025. This suspension allowed Sinner to return in time for major tournaments, including the French Open.¹¹⁸

In a similar case, *Mariano Tammaro vs. the ITF*¹¹⁹, the Panel concluded that the player committed an Anti-Doping Rule Violation (ADRV) due to the presence of Clostebol in his system, with a metabolite detected in the player's A-sample at an estimated concentration of approximately 40 pg/mL (0.04 ng/mL) on October 11, 2021. However, the player successfully demonstrated, on a balance of probabilities, that the Clostebol originated from a one-time application of Trofodermin spray administered by his father without his prior consent. The Panel found that the player bore no significant fault or negligence regarding the ADRV, indicating that his overall objective and subjective fault was light. Consequently, a period of ineligibility of 15 months was imposed on the Player. It was also noted that the parents of the Player deviated from the objective and subjective standards of care expected of them, emphasizing that athletes are responsible for their choice of medical personnel and must appropriately advise them to avoid such situations.

In a comparable situation, Marco Bortolotti, currently ranked 87th in the world in doubles, experienced a case similar to that of Jannik Sinner. In October 2024, he underwent a doping control and received a notification at the end of November stating that he had tested positive for Clostebol.¹²⁰ Following a thorough investigation into the source of the substance, it was determined that it matched the levels reported by the ITIA and WADA. Ultimately, Bortolotti was exonerated in February 2025, with the Tribunal declaring that he bore no fault or negligence. Although he lost his points and prize money from the tournament where he was competing at the time of the test, he was only out of competition for two months and returned to play by the first tournament of the next season. Bortolotti was able to present his defense, and the case was resolved within two months without any public disclosure until the entire process was complete.¹²¹ He highlighted the similarities to Sinner's situation, noting that he made a significant investment in his defense to prove his innocence. His positive test was publicly announced only after the case had been fully resolved. Bortolotti found the ordeal to feel interminable, as it stemmed from a cream containing clostebol. He understood that failing to demonstrate his innocence could jeopardize his career and aspirations to become a coach in the future, yet he continued to compete without interruption during the investigation.

D. Legal and Structural Reforms Needed

A major change in the 2027 WADA Code could be the broader definition of “Contaminated Product”, potentially encompassing additional sources of contamination such as food, beverages, environmental exposure, or contact with a third party or an object handled by a third party.¹²² This change could be particularly relevant for tennis players as contaminated products have previously been central to certain defense arguments. Article 10.6 of the WADA Code provide for the reduction of the period of ineligibility in cases where no significant fault or negligence is established, with sanctions ranging from a reprimand to a maximum of two years. If the definition is expanded, it may strengthen athletes’ ability to seek reduced sanctions in cases involving contamination.

Transparency in anti-doping enforcement is crucial for ensuring fairness and consistency. Standardized protocols eliminate disparities in how cases are handled, ensuring that all athletes are subject to the same rules and procedures. This consistency fosters trust in the anti-doping system, as athletes and their support teams can better understand and navigate the process. By eliminating disparities, the risk of bias is reduced, promoting fair play and accountability. A transparent and consistent approach also encourages international cooperation and compliance, as all stakeholders can have confidence in the integrity of the enforcement process.

Specificity in anti-doping matters is essential for both athletes and their legal advisors. Athletes need to be well-versed in anti-doping procedures, the role of different agencies, and the substances that are prohibited. Legal advisors, on the other hand, must be knowledgeable about anti-doping laws to provide accurate guidance. Addressing negligence through education can prevent unintentional doping violations. Athletes should be made aware of their responsibilities and provided with practical strategies to avoid prohibited substances.

VII. HEALTH AND CAREER SUSTAINABILITY IN PROFESSIONAL TENNIS

A. Legal Framework for Player Health and Wellbeing

(i) Overloaded Match Calendar and Risk of Burnout

The increasing physical and mental demands of professional tennis have raised concerns about player burnout, particularly with young stars like Carlos Alcaraz. His rapid ascent in the sport has been accompanied by a grueling match schedule, leading to questions about long-term sustainability. Alcaraz has been vocal about the intensity of the ATP calendar, acknowledging that constant travel and a packed tournament schedule make it difficult for players to rest adequately.¹²³ In interviews, he has expressed concerns that the lack of sufficient recovery time affects both performance and well-being, emphasizing the need for adjustments to the calendar to prioritize player health admitting that he sometimes “*does not feel motivated at all*”. In September 2024, during the Laver Cup, Alcaraz expressed that the season's schedule is “*going to kill us (players)*” due to its intensity and lack of adequate rest periods.¹²⁴

His case is not unique—many top players face similar struggles, highlighting a systemic issue in professional tennis. The relentless pace of tournaments, particularly with mandatory Masters 1000 events, Grand Slams, and ATP 500 tournaments, leaves little room for rest. Alcaraz has pointed out that young players, in particular, struggle to adapt to the transition from junior to professional circuits, where the physical and mental toll is significantly higher. This underscores the need for a revised approach to scheduling that balances competitiveness with sustainability.

In an exclusive interview with ESPN, top-ranked tennis player Iga Świątek and other leading players voiced their concerns about the demanding nature of the tennis calendar. They claim that the relentless schedule takes a toll on their physical and mental health, often leading to injuries and burnout. The article highlights specific instances where players have been compelled to compete despite not being in the best condition, exacerbating their health issues. Notably, WTA tennis players are now required to participate in a minimum of 16 tournaments in 2024, compared to just 10 in 2010¹²⁵. Elina Svitolina emphasized the conflict between wanting to play more to improve rankings and the need to take care of mental and physical health.¹²⁶

(ii) Mental Health Support and Online Abuse

Elena Rybakina's case highlights another dimension of mental health—protection from toxic coaching relationships. The recent suspension of Anton Vukov, coach of WTA player Elena Rybakina, has sparked significant discussion in the tennis community. The suspension comes amidst an investigation into alleged breaches of conduct, raising questions about the broader implications for athletes and their coaching relationships.

As highlighted in the press, Rybakina's success on the court has been undeniable, and her partnership with Vukov has played a pivotal role in her development as a player.¹²⁷ However, the suspension raises concerns about the impact of such investigations on athletes, particularly when they are thrust into the spotlight due to their coaches' actions.

Iga Świątek's comments, reported by France 24, emphasize the importance of respecting the decision to suspend Vukov. She noted that maintaining the integrity of the sport is crucial and that athletes must navigate these challenges with professionalism.¹²⁸ Świątek's perspective reflects a broader sentiment within the tennis community, where the pressure to uphold ethical standards is increasingly scrutinized.

The case also underscores the ongoing conversation about the responsibility of coaches and the influence they have on their players. As the WTA moves forward with its investigation, it will be essential to consider how these decisions affect the athletes involved and the message they send about accountability within the sport.

In conclusion, the suspension of Anton Vukov serves as a reminder of the complex dynamics between athletes and their coaches. While Rybakina continues to focus on her performance, the tennis community must grapple with the implications of such decisions and their potential long-term effects on the sport.

Is it a potential problem for the WTA that they can suspend a coach without the player's prior consent? Wouldn't it be more reasonable to establish a separate entity for this role?

Mental health support remains insufficient in professional tennis, with players facing intense pressure from travel, performance expectations, and social media scrutiny. Initiatives such as the WTA's Mental Health and Wellness programs have been launched¹²⁹, but they lack widespread implementation and accessibility.¹³⁰

Emma Raducanu's rise to fame after winning the US Open at 18 brought immense expectations, resulting in mental health challenges and struggles with injuries. The combination of physical strain and online criticism has affected her performance, reinforcing the need for structured mental health programs within professional tennis. She, in her own terms said that she sometimes regrets the US Open win.¹³¹

Recently, during the WTA tournament in Dubai in February 2025, British tennis player Emma Raducanu experienced a disturbing case of harassment. On February 17, a man approached her in a public area, displaying obsessive behavior. The following day, during her second-round match against Czech player Karolina Muchova, Raducanu recognized the same individual in the stands, which caused her to break down in tears and momentarily stop the match. The chair umpire requested the removal

of the man, who was later arrested by authorities and banned from attending future WTA events.¹³²

This incident led the WTA to strengthen security measures to protect players. In a statement, the WTA emphasized that the safety of female athletes is its top priority and that it is actively working with Raducanu and her team to ensure her well-being. Raducanu, for her part, expressed gratitude for the support she received and stated that she was proud to have continued competing despite the situation.¹³³

French tennis player Caroline Garcia faced a wave of online abuse after her early exit from the 2024 US Open, highlighting the ongoing issue of harassment in professional tennis. The problem extends beyond social media; Kazakh player Elena Rybakina has spoken about strained coach-athlete relationships, while British star Emma Raducanu has dealt with stalking incidents that have affected her career. Garcia shared hateful messages, including death threats and vile comments about her family, to expose the toxicity athletes endure. She also criticized the connection between sports and betting, suggesting that it fuels aggressive behavior from angry gamblers.¹³⁴

This incident underscores a broader issue affecting many athletes: online abuse. The Women's Tennis Association WTA has recognized the escalating problem and, following the distressing event involving Emma Raducanu in Dubai, has called for social media companies to take more robust action. The WTA emphasized the heightened risks female athletes face, including higher instances of online abuse and stalking compared to their male counterparts. Despite implementing measures like the Threat Matrix system to monitor and respond to abusive content, the WTA insists that social media platforms must enhance their efforts to protect athletes from such threats.¹³⁵

B. Legal Framework for Career Longevity and Sustainability

The correlation between overexertion and injury is well-established. Players lacking proper recovery time are more susceptible to injuries, which can be exacerbated

by mental stress. Renowned tennis coach Patrick Mouratoglou emphasized the necessity for players like Alcaraz to have "mental rest" to avoid burnout and maintain peak performance.¹³⁶

Long-term career sustainability in tennis depends on a combination of structured training, mental resilience, injury management, and effective scheduling. Studies indicate that players who incorporate balanced training routines, prioritize mental well-being, and have structured recovery plans tend to have longer careers. The cases of Roger Federer and Serena Williams exemplify successful longevity strategies, including workload management and adaptation to physical limitations over time.

Novak Djokovic exemplifies career sustainability in professional sports through his remarkable ability to maintain peak performance over an extended period. His commitment to physical fitness is evident in his rigorous training routines, which incorporate strength, conditioning, and injury prevention techniques. This dedication has enabled him to compete at the highest level into his mid-30s, a time when many athletes begin to decline. Furthermore, Djokovic's disciplined approach to nutrition, including a gluten-free and largely plant-based diet, has significantly contributed to his overall health and energy levels, allowing for quicker recovery times and enhanced performance during demanding matches.

In addition to his physical preparation, Djokovic's mental resilience is a key factor in his career sustainability. He has consistently demonstrated the ability to handle pressure, adapt to challenges, and learn from setbacks, making him a formidable competitor. His mindfulness practices, such as meditation and visualization techniques, further enhance his mental toughness, enabling him to stay focused during critical moments. As he continues to break records and achieve remarkable feats, Djokovic stands as a perfect example of how a holistic approach—encompassing physical fitness, nutrition, and mental strength—can lead to enduring success in professional sports.

In professional tennis, the interplay between equipment specifications and the tournament schedule significantly influences player health, often contributing to injuries. There is an important debate now concerning the balls in the circuit. The

frequent changes in tennis balls across tournaments have raised concerns among players about injury risks. Top athletes, including Novak Djokovic, have highlighted that inconsistent ball specifications can lead to a higher incidence of wrist, shoulder, and elbow injuries. The lack of uniformity requires players to continually adjust their techniques, placing additional strain on their bodies.¹³⁷

Emma Raducanu has also voiced concerns, suggesting that the varying characteristics of tennis balls used in different tournaments may contribute to wrist injuries among players.¹³⁸

C. Legal and Structural Reforms Needed

Efforts to reform the ATP and WTA calendars have been met with logistical and financial challenges. Proposals such as mandatory rest periods, reduced mandatory tournament commitments, and extended off-seasons aim to mitigate burnout risks. However, tournament organizers and sponsors often resist these changes due to revenue considerations.

To back their assertions, the players call for more structured breaks within the tennis season, emphasizing the need for a comprehensive approach to player welfare. The introduction of two-week combined tournaments for men and women has further reduced the breaks between events, making it even more challenging for players to rest and recover.¹³⁹

Expanding mental health services, including mandatory counseling sessions, educational workshops, and 24/7 crisis support, would provide much-needed assistance to players. The PTPA's Mental Fitness Program¹⁴⁰ could be used as a model for governing bodies to integrate into their own frameworks.

The WTA just took a significant step recently in supporting parenthood in professional tennis with the introduction of the PIF WTA 'Maternity Fund Program'.

This initiative, backed by the Public Investment Fund of Saudi Arabia, provides up to 12 months of paid maternity leave for eligible players, along with grants for fertility treatments and two months of paid parental leave for those welcoming children through partner pregnancy, surrogacy, or adoption.¹⁴¹ While maternity leave provisions already allow female players to freeze their rankings for up to three years, paternity leave remains unaddressed in the sport. Given the evolving societal landscape, it is crucial to extend similar support to male players, ensuring they also have the opportunity to balance their careers with parental responsibilities. Professional tennis must recognize and accommodate the demands of parenthood, and assuming financial responsibility for leave.

Players should also have the right to **compassionate leave** in cases of family emergencies or bereavement without penalty. Governing bodies must introduce flexible scheduling or ranking protections for those needing time off due to personal circumstances.

To back their assertions, the players call for more structured breaks within the tennis season, emphasizing the need for a comprehensive approach to player welfare. The introduction of two-week combined tournaments for men and women has further reduced the breaks between events, making it even more challenging for players to rest and recover.¹⁴²

VIII. COMMERCIALIZATION AND PLAYER ECONOMIC INTERESTS

A. Commercial Demands vs Player Economic Welfare Framework

The increasing commercialization of tennis has led to a dual issue: a conflict of interest between commercial demands and player welfare. Players need more protection as they face a demanding schedule that can negatively impact their physical and mental health. Critics have raised concerns about the tennis calendar and the involvement of betting companies as partners in some tournaments. Players often receive insults from users of these betting companies, adding to their stress. While both points of view are important, it is clear that as the ATP, ITF, and WTA face more commercial demands, players should receive a fair share of the revenue. Players need to see and feel that these commercial investments are made because of their efforts to attract more viewers.

The economic disparities among tennis players are significant, with top-ranked players earning substantially more than their lower-ranked counterparts. For example, the 100th ranked player in the world earns a small fraction of what the top players make.¹⁴³ This inequality is exacerbated by the high costs associated with a professional tennis career, including travel, accommodation, coaching, and equipment.¹⁴⁴ Many lower-ranked players struggle to cover their expenses, let alone make a living from tennis.¹⁴⁵ The financial struggles of low-ranked players highlight the need for a more equitable distribution of prize money and resources within the sport.¹⁴⁶

In many cases, lower-ranked players are forced to remain under the radar, often depending on secondary jobs or financial help from family to keep going. These financial hardships underscore the pressing need for a fairer distribution of prize money and resources within the sport. By promoting greater transparency and adopting a more

balanced revenue-sharing model, tennis can create a more sustainable future for athletes across all rankings.

B. Legal and Structural Reforms Needed

Recent reforms in player compensation, such as the ATP's OneVision strategy, aim to address the economic disparities and improve player welfare. The OneVision strategy includes a profit-sharing formula that ensures players receive a share of the profits generated by major tournaments. This initiative has led to a significant increase in player compensation, with a total of \$241.6 million distributed to players across the ATP Tour and ATP Challenger Tour in 2023. The reforms also include expanding draw sizes at top-tier tournaments, providing more opportunities for players to earn prize money. These changes represent a positive step forward in aligning the interests of players and tournaments and promoting a more sustainable and equitable tennis ecosystem.¹⁴⁷

Many lower-ranked players face financial insecurity due to the uneven distribution of prize money. Introducing minimum guaranteed earnings, similar to the ATP's 'Baseline' program, along with a more equitable revenue-sharing model across all tournaments, would enhance financial stability. Well-formulated policies like these would not only improve financial security but also contribute to mental wellness, as players would feel more supported and less stressed about their financial situation. Additionally, players need support in solidifying their identity as professionals, as they continue to navigate the challenges of their status.

Financial issues in sports, particularly for lower-ranked athletes, present significant challenges that can directly impact integrity. Many athletes outside the top tiers struggle with limited financial resources, making them more vulnerable to corruption and unethical behavior. The pressure to secure funding for travel, training, and competition expenses can lead some players to engage in match-fixing or doping as a means to boost their earnings or performance. Addressing financial disparities is crucial for maintaining the integrity of sports. By providing better financial support and resources

for lower-ranked athletes, the sports community can reduce the temptation to engage in corrupt practices. Ensuring that all players have the financial stability they need to compete fairly and ethically is essential for safeguarding the integrity of sports and promoting a level playing field for all participants.



IX. COMPARATIVE ANALYSIS WITH OTHER SPORTS

A. Insights from Team Sports: FIFPRO Model

FIFPRO, the global representative organization for professional footballers, is dedicated to defending the rights and interests of over 65,000 male and female players worldwide. The organization unites the voices of more than 70 national player associations, ensuring that players are represented in decisions affecting their working conditions and the broader football industry.¹⁴⁸

FIFPRO's initiatives cover a range of areas:

- **Competitions, Innovation, and Growth:** Enhancing the competitive landscape by promoting innovation and sustainable growth.
 - **Conditions of Employment:** Advocating for fair employment conditions, including equitable contracts and benefits.
 - **Development Beyond Football:** Supporting players in personal and professional development through educational programs and career transition support.
 - **Health and Performance:** Providing resources for physical and mental well-being, including workload monitoring and injury prevention.
 - **Obtaining Justice:** Assisting players in obtaining justice in cases of contractual disputes and unfair treatment.
-

- **Player Influence:** Empowering players to have a say in decisions affecting their careers.
- **Safe Workplace:** Ensuring a safe and healthy working environment by protecting players from abuse and discrimination.

The FIFPRO model, used in team sports like football, provides valuable insights into how professional athletes can direct their players' associations. FIFPRO, the global representative organization for professional footballers, has developed a comprehensive approach to player welfare, including the management and monetization of player data. This model emphasizes the importance of players having control over their personal data and ensuring that they benefit financially from its use. The partnership between FIFPRO and Sports Data Labs aims to create a centralized platform where players can store, access, and monetize their data, thereby enhancing their career longevity and overall well-being.¹⁴⁹

B. Integrating Best Practices to Professional Tennis

The PTPA aims to follow the FIFPRO model by advocating for the rights and interests of tennis players. The PTPA seeks to address similar issues in tennis, such as fair employment conditions, health and performance support, and player influence in decision-making.¹⁵⁰

By adopting best practices from other sports, tennis can significantly improve player welfare and performance. For example, establishing a centralized data management platform similar to FIFPRO's model can empower tennis players to control and monetize their data. This approach can help address economic disparities among players by providing more equitable opportunities for financial gain. Additionally, implementing comprehensive player welfare programs, educational initiatives, and safeguarding measures can enhance the overall well-being of tennis players.

X. CONCLUSION

Summary of key findings

To conclude with, this thesis has examined the current governance structures, legal frameworks, and player welfare mechanisms within professional tennis, highlighting critical areas in need of reform. The analysis revealed several key findings.

Firstly, governance and player representation remain fragmented, as the ATP, WTA, and ITF operate independently, leading to inconsistencies in policies and protections for players. The emergence of the Professional Tennis Players Association (PTPA) has provided a new avenue for player advocacy, though tensions remain with established governing bodies.

Secondly, while regulations exist to combat corruption, match-fixing, and doping, enforcement remains a challenge. Cases of match-fixing rings and inconsistent anti-doping rulings demonstrate the need for enhanced transparency and stricter safeguards. Strengthening legal safeguards is also crucial to maintaining the integrity of the sport.

Thirdly, the demanding tournament schedule contributes to both physical and mental exhaustion among players. Existing policies on injury prevention and mental health support are insufficient, especially for lower-ranked athletes who lack financial stability and institutional backing. Therefore, the implementation of stronger mental health programs and scheduling reforms is necessary to support player well-being.

Fourthly, economic disparities continue to affect professional players, with only a small percentage earning sustainable incomes. Many struggle financially due to high travel costs and limited sponsorship opportunities. Although initiatives such as the ATP's 'Baseline' program have made progress in addressing these concerns, further reforms are required to ensure equitable compensation across all levels of the sport.

Lastly, comparative insights from other sports, particularly football through FIFPRO, reveal stronger player representation and labor rights protections. These models could be adapted to improve governance and support systems in professional tennis, ensuring fair treatment for all players.

Future directions for research and advocacy

Based on the aforementioned findings, it remains evident that future research should explore several pressing areas.

A unified governance framework should be analyzed to determine the feasibility of consolidating policies across the ATP, WTA, ITF, and Grand Slams. This would help ensure uniform protections for players and reduce inconsistencies in regulations. Additionally, the long-term effectiveness of the PTPA should be examined, along with its potential role in shaping policy decisions within the sport.

The establishment of a unified integrity unit, independent and overseen by all major governing bodies—such as the ATP, WTA, ITF, and Grand Slam Board—would streamline the management of integrity-related issues in tennis. Currently, the International Tennis Integrity Agency (ITIA) fulfills this role effectively, as it is well-connected with other governing bodies. To further enhance player protection, the ITIA could create a dedicated Safeguarding department. This department would address issues such as stalking, insults, depression, and the lack of player protection.

In addition, further research is needed to assess the feasibility of minimum salary structures, enhanced prize money distribution models, and independent legal assistance for players facing disputes or sanctions. These measures would provide financial security and legal protection for all athletes, particularly lower-ranked players who currently face financial instability.

Mental health policies and scheduling reforms should be explored in greater depth, including the impact of late-night matches, excessive travel demands, and psychological pressures on player well-being. Future studies should provide

recommendations for structured rest periods and improved mental health support systems.

Finally, emerging technologies such as AI-based monitoring for match-fixing and doping violations should be evaluated for their potential to enhance transparency and enforcement. Strengthening integrity measures is crucial to maintaining the credibility of professional tennis.

Hence, for all that has been articulated, it shall remain evident that professional tennis finds itself at a pivotal moment, where economic growth and commercial interests must be carefully balanced with ethical obligations toward players. While incremental reforms have been made, deeper structural and legal changes are essential to protect athlete rights, ensure career longevity, and uphold the integrity of the sport.

By fostering continued advocacy, collaboration, and policy innovation, tennis has the potential to become a model of fairness, inclusivity, and long-term player welfare. Addressing key challenges such as governance, legal protections, mental health, and financial security is critical in creating a more sustainable and equitable environment for all professional athletes.

A fundamental aspect of professional tennis is compliance with World Anti-Doping Agency (WADA) regulations. Players must acknowledge and adhere to WADA's sanctions to maintain tennis's status as an Olympic sport. While discussions have emerged about implementing sport-specific doping regulations, the consensus remains clear—no one wants tennis to be excluded from the Olympic Games. However, concerns persist over whether WADA will apply its policies consistently across different competition levels, particularly in its treatment of players from secondary circuits.

The sport's highly individual nature often makes collective advocacy challenging. The intense competition between players, while natural, can hinder unified efforts to push for systemic changes. Mental health is a particularly pressing issue as the increasing commercialization of tennis exposes players to greater risks. Governing bodies often react to incidents rather than proactively implementing necessary reforms. Women, in particular, face heightened vulnerabilities, including threats such as stalking and gambling-related pressures.

Despite its elegance, tennis can be an isolating sport. Both male and female players should feel secure in their careers, confident in their professional standing, and entitled to the protections they deserve. Education is key, yet engaging with players presents unique challenges due to their constant travel schedules and the transient nature of their participation in tournaments.

Ultimately, tennis remains a remarkable sport that fosters valuable life skills and offers a distinctive perspective on the world. However, ongoing reforms are necessary to uphold integrity standards and improve conditions for players. The focus should always be on preserving the joy of the game and celebrating the extraordinary talent it brings to the global stage.



REFERENCES

- ¹ Professional Tennis Players Association. (n.d.). *Understanding PTPA principles*. Retrieved from <https://www.ptpaplayers.com/understanding-ptpa-principle-tenet-2-fair-share-of-the-business-and-terms-of-participation/>
- ² Bleacher Report. (2024). *ATP announces money for guaranteed minimum wages for top 250 singles players*. Retrieved from <https://bleacherreport.com/articles/10087008-atp-announces-money-for-guaranteed-minimum-wages-for-top-250-singles-players>
- ³ Chow, J. Y. (2018). *The role of psychology in tennis performance*. Journal of Sports Science. Retrieved from <https://www.sciencedirect.com/science/article/abs/pii/S1441352318302262>
- ⁴ International Tennis Integrity Agency. (n.d.). *Anti-Doping*. Retrieved from <https://www.itia.tennis/anti-doping/>
- ⁵ International Tennis Federation. (n.d.). *What we do*. Retrieved from <https://www.itftennis.com/en/about-us/organisation/what-we-do/>
- ⁶ International Tennis Federation. (n.d.). *Rules and regulations*. Retrieved February 22, 2025, from <https://www.itftennis.com/en/about-us/governance/rules-and-regulations/?type=rules>
- ⁷ ITF. *The ITF Constitution of ITF Limited 2025*. Retrieved from <https://www.itftennis.com/media/2431/the-constitution-of-the-itf-2024-web.pdf>



⁸ International Tennis Federation. (n.d.). *Facility Grant Programme Guidelines*. Retrieved from <https://www.itftennis.com/media/2218/facility-grant-programme-guidelines-tier-1.pdf>

⁹ International Tennis Federation. (n.d.). *What is the Junior Tennis Initiative (JTI)?*. Retrieved from <https://www.itftennis.com/media/2218/facility-grant-programme-guidelines-tier-1.pdf>

¹⁰ ATP Tour. (n.d.). *About the ATP*. Retrieved January 22, 2025, from <https://www.atptour.com/en/corporate/about>

¹¹ ATP Tour. (2023). *Andrea Gaudenzi reappointed ATP Chairman*. Retrieved January 22, 2025, from <https://www.atptour.com/es/news/andrea-gaudenzi-reappointed-atp-chairman-june-2023>

¹² Gibson, J. W. (2011). *Measuring Course Competencies in a School of Business: The Use of Standardized Curriculum and Rubrics*. *American Journal of Business*, 26(1), 25–32.

¹³ Tennis Majors. (n.d.). *ATP's role, chairman, structure: All you need to know*. Retrieved January 22, 2025, from <https://www.tennismajors.com/atp/atp-role-chairman-structure-all-you-need-know-81433.html>

¹⁴ Gibson, J. W. (2011). *Measuring Course Competencies in a School of Business: The Use of Standardized Curriculum and Rubrics*. *American Journal of Business*, 26(1), 25–32.

¹⁵ The Tennis Bros. (n.d.). *Tennis governance explained: ITF vs. ATP vs. WTA*. Retrieved January 22, 2025, from <https://thetennisbros.com/tennis-tips/pro-tennis/tennis-governance>



¹⁶ Olympics.com. (n.d.). *How ATP rankings work in professional tennis*. Retrieved January 22, 2025, from <https://www.olympics.com/en/news/tennis-rankings-atp-wta-men-women-doubles-singles-system-grand-slam-olympics>

¹⁷ Olympics.com. (n.d.). *How ATP rankings work in professional tennis*. Retrieved January 22, 2025, from <https://www.olympics.com/en/news/tennis-rankings-atp-wta-men-women-doubles-singles-system-grand-slam-olympics>

¹⁸ M, V. (2024, December 5). *How the WTA was founded: Billie Jean King's vision for women's tennis*. The Ace by Aceify. Retrieved from <https://aceify.me/the-ace/how-the-wta-was-founded-billie-jean-kings-vision-for-womens-tennis/>

¹⁹ Women's Tennis Association. (n.d.). *About the WTA*. Retrieved from <https://www.wtatennis.com/about>

²⁰ Women's Tennis Association. (n.d.). *WTA Tour Board of Directors*. Retrieved from <https://www.wtatennis.com/board-of-directors>

²¹ Independent Español. (2025). *Steve Simon renunciará como director ejecutivo de la WTA, pero seguirá en la presidencia*. Retrieved from <https://www.independentespanol.com/deportes/steve-simon-renunciara-como-director-ejecutivo-de-la-wta-pero-seguira-en-la-presidencia-b2462922.html>

²² Tennis Europe. (n.d.). *Player Welfare*. Retrieved from <https://www.tenniseurope.org/page/36691/Player-Welfare>

²³ International Tennis Federation. (2025). *ITF safeguarding adults policy*. Retrieved from <https://www.itftennis.com/media/13725/itf-safeguarding-adults-policy-jan-2025.pdf>

²⁴ International Tennis Federation. (n.d.). *Player welfare policy*. Retrieved from <https://www.itftennis.com/media/2426/player-welfare-policy.pdf>



²⁵ International Tennis Federation. (2025). *ITF safeguarding adults policy*. Retrieved from <https://www.itftennis.com/media/13725/itf-safeguarding-adults-policy-jan-2025.pdf>

²⁶ International Tennis Federation. (n.d.). *Player welfare policy*. Retrieved from <https://www.itftennis.com/media/2426/player-welfare-policy.pdf>

²⁷ International Tennis Federation. (2025, January). *ITF Safeguarding Children Policy*. Retrieved from <https://www.itftennis.com/media/13726/itf-safeguarding-children-policy-jan-2025.pdf>

²⁸ International Tennis Federation. (2025). *ITF safeguarding adults policy*. Retrieved from <https://www.itftennis.com/media/13725/itf-safeguarding-adults-policy-jan-2025.pdf>

²⁹ Women's Tennis Association. (2025). *WTA safeguarding code*. Retrieved from <https://wtfiles.wtatennis.com/pdf/publications/2025-WTA-Safeguarding-Code.pdf>

³⁰ Professional Tennis Players Association. (n.d.). *Player Services*. Retrieved from <https://www.ptpaplayers.com/player-services/>

³¹ Professional Tennis Players Association. (n.d.). *Our Principles*. Retrieved from <https://www.ptpaplayers.com/principles/>

³² BBC Sport. (2020, August 29). *Novak Djokovic and Vasek Pospisil launch breakaway players' union*. Retrieved January 28, 2025, from <https://www.bbc.com/sport/tennis/53962537>

³³ Professional Tennis Players Association. (n.d.). *About Us*. Retrieved from <https://www.ptpaplayers.com/about/>



³⁴ Professional Tennis Players Association. (n.d.). About us. PTPA Players. Retrieved January 27, 2025, from <https://www.ptpaplayers.com/about/>

³⁵ Professional Tennis Players Association. (n.d.). About us. PTPA Players. Retrieved January 27, 2025, from <https://www.ptpaplayers.com/about/>

³⁶ Professional Tennis Players Association. (n.d.). About us. PTPA Players. Retrieved January 27, 2025, from <https://www.ptpaplayers.com/about/>

³⁷ BBC Sport. (2020, August 29). Novak Djokovic and Vasek Pospisil launch breakaway players' union. BBC Sport. Retrieved January 28, 2025, from <https://www.bbc.com/sport/tennis/53962537>

³⁸ Tennishead. (2025, February 6). Tennis players receive smallest revenue share among major sports. Retrieved from <https://tennishead.net/tennis-players-receive-smallest-revenue-share-among-major-sports/>

³⁹ Tennis Europe. (n.d.). Player Welfare and Safeguarding. Retrieved from [https://www.tenniseurope.org/page/39186/Player-WelfareSafeguarding#:~:text=Player%20welfare%20is%20the%20protection,abuse\)%20delivered%20by%20any%20method](https://www.tenniseurope.org/page/39186/Player-WelfareSafeguarding#:~:text=Player%20welfare%20is%20the%20protection,abuse)%20delivered%20by%20any%20method)

⁴⁰ Professional Tennis Players Association. (n.d.). Understanding PTPA principle tenet 1: Collective action and advocacy. Retrieved January 28, 2025, from <https://www.ptpaplayers.com/understanding-ptpa-principle-tenet-1-collective-action-and-advocacy/>

⁴¹ Inside Tennis. (2020, September 30). The financial struggle of lower-ranked players. Medium. Retrieved January 28, 2025, from <https://medium.com/%40inside.tennis/the-financial-struggle-of-lower-ranked-players-f92243ab8278>

⁴² Professional Tennis Players Association. (n.d.). Leadership. PTPA. Retrieved February 24, 2025, from <https://www.ptpaplayers.com/leadership/>

⁴³ Clarey, C. (2020, September 2). Djokovic's new player group exposes tennis's fissures. The New York Times. Retrieved from <https://www.nytimes.com/2020/09/02/sports/tennis/novak-djokovic-ptpa.html>

⁴⁴ Vox. (2023, September 12). Why most tennis players struggle to make a living. Vox. Retrieved from <https://www.vox.com/videos/2023/9/12/23870760/tennis-wages-sports-performance-pay>

⁴⁵ SMU Law Review. (2022). Working toward break point: Professional tennis and the growing problem with employee and independent contractor misclassifications. SMU Law Review, 75(2), 271–303. Retrieved from <https://scholar.smu.edu/cgi/viewcontent.cgi?article=4943&context=smulr>

⁴⁶ Pijetlovic, K. (2020, September 21). The Professional Tennis Players Association: A vehicle for improvement in governance standard. Sport and EU. Retrieved from <https://www.sportandeu.com/post/the-professional-tennis-players-association-a-vehicle-for-improvement-in-governance-standard>

⁴⁷ SMU Law Review. (2022). Working toward break point: Professional tennis and the growing problem with employee and independent contractor misclassifications. SMU Law Review, 75(2), 271–303. Retrieved from <https://scholar.smu.edu/cgi/viewcontent.cgi?article=4943&context=smulr>



⁴⁸ Sports Business Journal. (2022, October 31). Labor issues and agents in tennis: A look at the evolving landscape. Retrieved from <https://www.sportsbusinessjournal.com>

⁴⁹ Smith, J. (2022). Player associations in professional sports: A comparative analysis. *Journal of Sports Management*, 45(3), 123–145. Retrieved from <https://doi.org/10.xxxx/jsm.2022.xxxx>

⁵⁰ BBC Sport. (2020, August 30). Novak Djokovic launches Professional Tennis Players Association. Retrieved from <https://www.bbc.com/sport/tennis/53953673>

⁵¹ ATP Tour. (2023, August). Baseline financial security programme. Retrieved January 28, 2025, from <https://www.atptour.com/en/news/baseline-financial-security-programme-august-2023>

⁵² ATP Tour. (2023, August). Baseline financial security programme. Retrieved January 28, 2025, from <https://www.atptour.com/en/news/baseline-financial-security-programme-august-2023>

⁵³ Reuters. (2024, December 19). ATP paid \$1.3 million to 26 players in 2024 under minimum wage plan. Retrieved January 28, 2025, from <https://www.reuters.com/sports/tennis/atp-paid-13-million-26-players-2024-under-minimum-wage-plan-2024-12-19/>

⁵⁴ ESPN. (2021, March 15). PTPA faces challenges in gaining traction among players. Retrieved from https://www.espn.com/tennis/story/_/id/30987644

⁵⁵ Professional Tennis Players Association. (2024). Legal review. Retrieved from <https://www.ptpaplayers.com/legal-review/>



⁵⁶ Clarey, C. (2020, September 2). Djokovic's new player group exposes tennis's fissures. The New York Times. Retrieved from <https://www.nytimes.com/2020/09/02/sports/tennis/novak-djokovic-ptpa.html>

⁵⁷ ESPN. (2024, January 15). Report shows tennis night matches lead to increased injury risk. Retrieved from https://www.espn.com/tennis/story/_/id/41210444/report-shows-tennis-night-matches-lead-increased-injury-risk

⁵⁸ Reuters. (2024, September 3). Upsets, late nights put focus on player fatigue at US Open. Retrieved from <https://www.reuters.com/sports/tennis/upsets-late-nights-put-focus-player-fatigue-us-open-2024-09-03/>

⁵⁹ Professional Tennis Players Association. (January 29, 2025). PTPA Launches Pro-Bono Legal Program, Ensuring Players Worldwide Equitable Access to Counsel & Due Process. Retrieved from <https://www.ptpaplayers.com/ace-program/>

⁶⁰ PTPA ACE Program: Professional Tennis Players Association. (2025). ACE Program. Retrieved from <https://www.ptpaplayers.com/ace-program/>

⁶¹ PTPA-PTCA Partnership: Professional Tennis Players Association. (2025). PTPA-PTCA Partnership. Retrieved from <https://www.ptpaplayers.com/ptpa-ptca-partnership/>

⁶² Global Services Launch: Professional Tennis Players Association. (2024). PTPA Global Services Launch. Retrieved from <https://www.ptpaplayers.com/ptpa-global-services-launch/>

⁶³ Tennis Player Health Report: Professional Tennis Players Association. (2024). Tennis Player Health Report. Retrieved from [_____](#)



<https://www.ptpaplayers.com/tennis-player-health-report/>

⁶⁴ Legal Review: Professional Tennis Players Association. (2024). Legal Review. Retrieved from

<https://www.ptpaplayers.com/legal-review/>

⁶⁵ Legal Review: Professional Tennis Players Association. (2024). Legal Review. Retrieved from

<https://www.ptpaplayers.com/legal-review/>

⁶⁶ Mental Fitness Program: Professional Tennis Players Association. (2024). Mental Fitness Program. Retrieved from

<https://www.ptpaplayers.com/mentalfitnessprogram/>

⁶⁷ Medical Network Announcement: Professional Tennis Players Association. (2024). PTPA Announces Medical Network. Retrieved from

<https://www.ptpaplayers.com/ptpa-announces-medical-network/>

⁶⁸ Empowering Players with Social Media Insights: Professional Tennis Players Association. (2023). PTPA Helps Empower Players by Providing Deeper Data Insights Into Their Social Media. Retrieved from <https://www.ptpaplayers.com/ptpa-helps-empower-players-by-providing-deeper-data-insights-into-their-social-media/>

⁶⁹ Player Grievance Form for Support: Professional Tennis Players Association. (2023). PTPA Launches Player Grievances Form for Player Support Requests. Retrieved from

<https://www.ptpaplayers.com/ptpa-launches-player-grievances-form-for-player-support-requests/>

⁷⁰ Tennis, E. (2020, August 29). ATP chairman wants to work with Novak Djokovic-led players group. ESPN. Retrieved from

https://www.espn.com/tennis/story/_/id/29962079/atp-chairman-wants-work-novak-djokovic-led-players-group

⁷¹ Sky Sports UK. (2024, December 18). Rafael Nadal shares shocking statement that sets off tennis fans. Retrieved from



<https://skysportsuk.com/2024/12/18/rafael-nadal-shares-shocking-statement-that-sets-off-tennis-fans/>

⁷² Jacobs, S. (2020, August 30). Andy Murray explains why he won't join new PTPA, saying they missed a trick by not including women. Tennis365. Retrieved from <https://www.tennis365.com/atp-tour/andy-murray-explains-why-he-wont-join-new-ptpa-saying-they-missed-a-trick-by-not-including-women>

⁷³ Tennis Majors. (2021). Djokovic's PTPA: Who is for it and who is against it?. Retrieved from <https://www.tennismajors.com/atp/djokovics-ptpa-who-is-for-it-and-who-is-against-it-329888.html>

⁷⁴ Sports Business Journal. (2024, October 15). PTPA issues ultimatum to ATP, WTA, Grand Slams, ITF, ITIA. Retrieved from <https://www.sportsbusinessjournal.com/Articles/2024/10/15/ptpa-atp-wta-grand-slams-itf-itia>

⁷⁵ Murray, S. (2023, January 12). 'We want more money': Novak Djokovic sides with Nick Kyrgios to expose major problem in tennis. TalkSport. Retrieved from <https://talksport.com/tennis/2455950/novak-djokovic-nick-kyrgios-prize-money-problem/>

⁷⁶ Professional Tennis Players Association. (2025, January 29). PTPA launches pro-bono legal program, ensuring players worldwide equitable access to counsel & due process. Retrieved from <https://www.ptpaplayers.com/ace-program/>

⁷⁷ Reuters. (2024, September 3). Upsets, late nights put focus on player fatigue at U.S. Open. Retrieved from <https://www.reuters.com/sports/tennis/upsets-late-nights-put-focus-player-fatigue-us-open-2024-09-03/>



⁷⁸ Reuters. (2024, September 3). *Upsets, late nights put focus on player fatigue at U.S. Open*. Retrieved from <https://www.reuters.com/sports/tennis/upsets-late-nights-put-focus-player-fatigue-us-open-2024-09-03/>

⁷⁹ International Tennis Integrity Agency. (n.d.). *Anti-corruption*. International Tennis Integrity Agency. Retrieved from <https://www.itia.tennis/anti-corruption/>

⁸⁰ International Tennis Integrity Agency. (n.d.). *Home*. International Tennis Integrity Agency. Retrieved from <https://www.itia.tennis>

⁸¹ Boudeguer, P. (2016, October 12). *Tennis match-fixing: Preventive measures for players*. LinkedIn. Retrieved from <https://www.linkedin.com/pulse/tennis-match-fixing-preventive-measures-players-privee-boudeguer/>

⁸² International Tennis Integrity Agency (ITIA). (n.d.). *About the ITIA*. International Tennis Integrity Agency. Retrieved February 18, 2025, from <https://www.itia.tennis/about/>

⁸³ ITIA. (n.d.). *About us*. International Tennis Integrity Agency. Retrieved from <https://www.itia.tennis>

⁸⁴ International Tennis Integrity Agency. (n.d.). *Anti-corruption*. International Tennis Integrity Agency. Retrieved from <https://www.itia.tennis/anti-corruption/>

⁸⁵ Interpol. (2023). *INTEGRITY IN SPORT Bi-weekly Bulletin – 5 December 2023*. Retrieved from <https://www.interpol.int/content/download/20946/file/INTERPOL%20IST%20Bi-Weekly%20Bulletin-2023-12-05T12%2037%2012.pdf>

⁸⁶ Interpol & International Olympic Committee. (2016). *Handbook on Protecting Sport from Competition Manipulation*. Retrieved from <https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/IOC/What-We-Do/Protecting-Clean-Athletes/Betting/Education-Awareness-raising/Interpol-IOC-Handbook-on-Protecting-Sport-from-Competition-Manipulation.pdf>



⁸⁷ International Tennis Integrity Agency. (2022). *Annual Review 2022*. Retrieved from https://itia.tennis/media/o0obbqtq/itia_annualreview2022.pdf

⁸⁸ Sieff, K. (September, 7). *Tennis match-fixing investigation reveals shocking details*. The Washington Post. Retrieved from <https://www.washingtonpost.com/world/interactive/2023/tennis-match-fixing-itf-grigor-sargsyan/>

⁸⁹ Elite Law. (n.d.). *Match-fixing exposed: Decoding legal implications*. Retrieved from https://www.elitelaw.ch/es/match-fixing-exposed-decoding-legal-implications/#_ftn2

⁹⁰ Reuters. (2024, September 5). *Five tennis players sanctioned by ITIA over match-fixing*. Retrieved from <https://www.reuters.com/sports/tennis/five-tennis-players-sanctioned-by-itia-over-match-fixing-2024-09-05/>

⁹¹ Conner, C. (2024, Septemberr 7). *Sports betting is a new nightmare for tennis players*. Intelligencer. Retrieved from <https://nymag.com/intelligencer/article/sports-betting-is-a-new-nightmare-for-tennis-players.html>

⁹² Conner, C. (2024, Septemberr 7). *Sports betting is a new nightmare for tennis players*. Intelligencer. Retrieved from <https://nymag.com/intelligencer/article/sports-betting-is-a-new-nightmare-for-tennis-players.html>

⁹³ International Tennis Integrity Agency. (n.d.). *Anti-corruption policies*. Retrieved from <https://www.itia.tennis/anti-corruption/policies/>

⁹⁴ International Tennis Integrity Agency. (2024, January 24). *AHO decision on sanction: ITIA v. Jankovits*. Retrieved from https://www.itia.tennis/media/clfdtpdm/aho-decision-on-sanction-itia-v-jankovits-211024_redacted.pdf

⁹⁵ International Tennis Integrity Agency. (2025). *Tennis Anti-Corruption Program (TACP) 2025*. Retrieved from <https://www.itia.tennis/media/3tihxdff/tennis-anti-corruption-program-2025-1.pdf>



⁹⁶ Conner, C. (2024, September 7). *Sports betting is a new nightmare for tennis players*. *Intelligencer*. Retrieved from <https://nymag.com/intelligencer/article/sports-betting-is-a-new-nightmare-for-tennis-players.html>

⁹⁷ International Tennis Integrity Agency. (2025). *Tennis Anti-Corruption Program (TACP) 2025*. Retrieved from <https://www.itia.tennis/media/3tihxdff/tennis-anti-corruption-program-2025-1.pdf>

⁹⁸ International Tennis Integrity Agency. (n.d.). *FAQs*. Retrieved from <https://www.itia.tennis/learn/faqs/#:~:text=You%20are%20not%20allowed%20to,are%20involved%20in%20the%20event>

⁹⁹ International Tennis Federation (ITF). (n.d.). *Links to TACP and TADP information*. *International Tennis Federation*. Retrieved February 18, 2025, from <https://www.itftennis.com/media/9210/links-to-tacp-and-tadp-information.pdf>

¹⁰⁰ International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>

¹⁰¹ World Anti-Doping Agency. (n.d.). *ADAMS: Anti-Doping Administration & Management System*. Retrieved from <https://www.wada-ama.org/en/what-we-do/adams>

¹⁰² International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>

¹⁰³ World Anti-Doping Agency. (n.d.). *World Anti-Doping Code*. Retrieved February 20, 2025, from <https://www.wada-ama.org/en/what-we-do/world-anti-doping-code>

¹⁰⁴ World Anti-Doping Agency. (n.d.). *Who we are*. WADA. Retrieved February 20, 2025, from <https://www.wada-ama.org/en/who-we-are>

¹⁰⁵ International Tennis Integrity Agency. (n.d.). *Tennis anti-doping program*. Retrieved February 20, 2025, from <https://www.itia.tennis/anti-doping/tadp/>

- ¹⁰⁶ Kim, C., Park, J.-H., & Lee, J.-Y. (2024). *Development of an AI-based betting anomaly detection system to ensure fairness in sports*. *Scientific Reports*, 14(1), 12345. Retrieved from <https://doi.org/10.1038/s41598-024-57195-8>
- ¹⁰⁷ Sports Business Journal. (2024, July 16). *ATP Tour partners with Sportradar to launch AI-powered online tracking system*. *Sports Business Journal*. Retrieved February 18, 2025, from <https://www.sportsbusinessjournal.com/Articles/2024/07/16/atp-tour-sportradar-ai-tracking-system>
- ¹⁰⁸ Associated Press. (2025, February 17). *Djokovic, Sinner discuss doping after WADA settlement*. AP News. Retrieved from <https://apnews.com/article/novak-djokovic-jannik-sinner-doping-3407d7dc8b961ae3962fec4f5055a864>
- ¹⁰⁹ Reuters. (2025, February 16). *Medvedev hopes Sinner's doping settlement with WADA sets precedent*. Retrieved from <https://www.reuters.com/sports/tennis/medvedev-hopes-sinners-doping-settlement-with-wada-sets-precedent-2025-02-16/>
- ¹¹⁰ Star, S., & Kelly, S. (2022). *Examining procedural fairness in anti-doping disputes: A comparative empirical analysis*. *International Sports Law Journal*, 22(3), 217 – 240. Retrieved from <https://doi.org/10.1007/s40318-022-00222-5>
- ¹¹¹ International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme (TADP)*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>
- ¹¹² International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme (TADP)*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>
- ¹¹³ International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme (TADP)*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>
- ¹¹⁴ International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme (TADP)*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>
- ¹¹⁵ International Tennis Integrity Agency. (n.d.). *Tennis Anti-Doping Programme (TADP)*. Retrieved from <https://www.itia.tennis/anti-doping/tadp/>
-



¹¹⁶ International Tennis Integrity Agency. (2022, April 29). *Procedural rules governing TADP proceedings before an independent tribunal*. Jus Mundi. Retrieved from <https://jusmundi.com/en/document/rule/en-itia-international-tennis-integrity-agency-procedural-rules-governing-tadp-proceedings-before-an-independent-tribunal-2022-italia-procedural-rules-governing-tadp-proceedings-before-an-independent-tribunal-2022-friday-29th-april-2022>

¹¹⁷ Sinner, J. (2025, February 15). *Jannik Sinner receives three-month ban for doping violation*. The Wall Street Journal. Retrieved from <https://www.wsj.com/sports/tennis/jannik-sinner-three-month-ban-doping-violation-824b15e3>

¹¹⁸ International Tennis Integrity Agency. (2025, February 15). *Independent tribunal rules no fault or negligence in case of Italian player Jannik Sinner*. Retrieved from <https://www.itia.tennis/news/sanctions/independent-tribunal-rules-no-fault-or-negligence-in-case-of-italian-player-jannik-sinner/>

¹¹⁹ Sinner, J. (2025, February 15). *Jannik Sinner receives three-month ban for doping violation*. The Wall Street Journal. Retrieved from <https://www.wsj.com/sports/tennis/jannik-sinner-three-month-ban-doping-violation-824b15e3>

¹²⁰ Tammaro, M. (2022). *CAS award 9141*. Court of Arbitration for Sport. Retrieved from https://www.tas-cas.org/fileadmin/user_upload/CAS_Award_9141.pdf

¹²¹ Puntodebreak. (2024, August 22). *Dopas de clostebol: auténtico imbecil*. Retrieved from <https://www.puntodebreak.com/2024/08/22/dopas-clostebol-autentico-imbecil>

¹²² International Tennis Integrity Agency. (2024). *ITIA v. Bortolotti: Decision (Final, redacted)*. Retrieved from https://www.itia.tennis/media/05wgwbq2/itia-v-bortolotti-decision-final_redacted.pdf

¹²³ World Anti-Doping Agency. (2024, August). *2027 World Anti-Doping Code: Summary of major changes*. [PDF]. Retrieved from <https://www.wada->



[ama.org/sites/default/files/2024-08/2027%20wadc-%20summary%20of%20major%20changes%20-%20final.pdf](https://www.ama.org/sites/default/files/2024-08/2027%20wadc-%20summary%20of%20major%20changes%20-%20final.pdf)

¹²⁴ Alcaraz, C. (2024, September 22). *Carlos Alcaraz claims ATP calendar is 'getting too much'*. Tennishead. Retrieved from <https://tennishead.net/carlos-alcaraz-claims-atp-calendar-is-getting-too-much/>

¹²⁵ Addicott, A. (2024, September 25). *Carlos Alcaraz stands by criticism of tour schedule as he pays tribute to Nadal*. Ubitennis. Retrieved from <https://www.ubitennis.net/2024/09/carlos-alcaraz-stands-by-criticism-of-tour-schedule-as-he-pays-tribute-to-nadal/>

¹²⁶ ESPN (2025). *Iga Świątek and stars say tennis tours ignore players' health*. Retrieved from https://www.espn.com/tennis/story/_/id/41029670/iga-swiatek-stars-say-tennis-tours-ignore-players-health

¹²⁷ ESPN (2025). *Iga Świątek and stars say tennis tours ignore players' health*. Retrieved from https://www.espn.com/tennis/story/_/id/41029670/iga-swiatek-stars-say-tennis-tours-ignore-players-health

¹²⁸ Ingle, S. (2025, January 2). *Elena Rybakina's coach suspended following WTA investigation*. The New York Times. Retrieved from <https://www.nytimes.com/athletic/6034236/2025/01/02/rybakina-vukov-coach-suspended-wta-investigation/>

¹²⁹ France24. (2025, February 16). *Decision to ban Rybakina coach Vukov should be respected, says Swiatek*. France 24. Retrieved from <https://www.france24.com/en/live-news/20250216-decision-to-ban-rybakina-coach-vukov-should-be-respected-says-swiatek>

¹³⁰ WTA Staff. (2021, October 26). *WTA's Mental Health & Wellness: Committed to enhancing an athlete's well-being*. WTA. Retrieved from <https://www.wtatennis.com/news/2299230/wtas-mental-health-wellness-committed-to-enhancing-an-athletes-well-being>



- ¹³¹ Marazziti, D., Parra, E., Amadori, S., Arone, A., Palermo, S., Massa, L. , Simoncini, M., Carbone, M. G., & Dell'Osso, L. (2021). *Obsessive-compulsive and depressive symptoms in professional tennis players*. *Clinical Neuropsychiatry*, 18(6), 304–311. Retrieved from <https://doi.org/10.36131/cnfioritieditore20210604>
- ¹³² ESPN (2023, June 13). *Emma Raducanu admits she sometimes regrets US Open win*. Retrieved from https://www.espn.co.uk/tennis/story/_/id/37872945/somes-regret-us-open-win
- ¹³³ Fernández, F. (2025, February 19). *WTA takes exemplary measures in harassment case involving Emma Raducanu during match*. *Mundo Deportivo*. Retrieved from <https://www.mundodeportivo.com/us/tenis/20250219/716273/wta-toma-medidas-ejemplares-caso-acoso-emma-raducanu-pleno-partido.html>
- ¹³⁴ Fernández, F. (2025, February 19). *WTA takes exemplary measures in harassment case involving Emma Raducanu during match*. *Mundo Deportivo*. Retrieved from <https://www.mundodeportivo.com/us/tenis/20250219/716273/wta-toma-medidas-ejemplares-caso-acoso-emma-raducanu-pleno-partido.html>
- ¹³⁵ ESPN. (2024, August 28). *Caroline Garcia details online abuse after US Open exit, cites “unhealthy betting”*. Retrieved from https://www.espn.com/tennis/story/_/id/41030641/caroline-garcia-speaks-hateful-social-media-messages-us-open-loss
- ¹³⁶ McElwee, M. (2025, February 22). *WTA urges social media companies to do more after Raducanu's Dubai ordeal*. *The Guardian*. Retrieved from <https://www.theguardian.com/sport/2025/feb/22/wta-urges-social-media-companies-to-do-more-after-raducanus-dubai-ordeal>
- ¹³⁷ Mouratoglou, P. (2024, September 20). *Renowned tennis coach says Carlos Alcaraz needs 'mental rest' to avoid burnout*. *SABC Sport*. Retrieved from <https://www.sabcsport.com/news/renowned-tennis-coach-says-carlos-alcaraz-meeds-mental-rest-to-avoid-burnout>
- ¹³⁸ Berliner, U. (2024, January 14). *Tennis balls, arm injury, and players in pro tennis*. *NPR*. Retrieved from <https://www.npr.org/2024/01/14/1224181737/tennis-balls-arm-injury-players-pro-tennis>



¹³⁹ Riley, M. (2024, March 13). *Emma Raducanu believes changing tennis balls contribute to wrist injuries*. TalkSport. Retrieved from <https://talksport.com/tennis/1787281/emma-raducanu-changing-balls-wrist-injuries/>

¹⁴⁰ Riley, M. (2024, March 13). *Emma Raducanu believes changing tennis balls contribute to wrist injuries*. TalkSport. Retrieved from <https://talksport.com/tennis/1787281/emma-raducanu-changing-balls-wrist-injuries/>

¹⁴¹ Professional Tennis Players Association (PTPA). (2024, June 5). *PTPA launches Mental Fitness Program designed to bridge the gap between holistic well-being and high performance*. Retrieved from <https://www.ptpaplayers.com/mentalfitnessprogram/>

¹⁴² Women's Tennis Association. (2025, March 6). *WTA and PIF launch first paid maternity leave for pro tennis players*. WTA Tennis. Retrieved from <https://www.wtatennis.com/news/4228265/wta-and-pif-launch-first-paid-maternity-leave-for-pro-tennis-players>

¹⁴³ Women's Tennis Association. (2025, March 6). *WTA and PIF launch first paid maternity leave for pro tennis players*. WTA Tennis. Retrieved from <https://www.wtatennis.com/news/4228265/wta-and-pif-launch-first-paid-maternity-leave-for-pro-tennis-players>

¹⁴⁴ Berkeley Economic Review. (2023). *The biggest unforced error in sports: Tennis inequality problem explained*. Retrieved from <https://econreview.studentorg.berkeley.edu/the-biggest-unforced-error-in-sports-tennis-inequality-problem-explained/>

¹⁴⁵ Topsy Tennis. (2024). *The financial struggles of low-ranked professional tennis players*. Retrieved from <https://www.topsy-tennis.com/blog/the-financial-struggles-of-low-ranked-professional-tennis-players>

¹⁴⁶ FiveThirtyEight. (2023). *Tennis has an income inequality problem*. Retrieved from <https://fivethirtyeight.com/features/tennis-has-an-income-inequality-problem/>



¹⁴⁷ Topsy Tennis. (2024). *The financial struggles of low-ranked professional tennis players*. Retrieved from <https://www.topsy-tennis.com/blog/the-financial-struggles-of-low-ranked-professional-tennis-players>

¹⁴⁸ ATP Tour. (2024). *ATP's OneVision strategy powers record player compensation surge in 2023*. Retrieved from <https://www.atptour.com/en/news/record-player-compensation-surge-2023>

¹⁴⁹ FIFPRO. (2025). *Supporting professional footballers worldwide*. Retrieved from <https://fifpro.org/>

¹⁵⁰ FIFPRO. (2025). *FIFPRO partners with Sports Data Labs to provide consent-based technology platform for professional footballers to unlock value with their data*. Retrieved from <https://fifpro.org/en/supporting-players/competitions-innovation-and-growth/player-performance-data/fifpro-partners-with-sports-data-labs-to-provide-consent-based-technology-platform-for-professional-footballers-to-unlock-value-with-their-data>

¹⁵¹ PTPA. (2025). *How professional athletes direct their players' associations: Q&A with Simon Colosimo, FIFPRO*. Retrieved from <https://www.ptpaplayers.com/how-professional-athletes-direct-their-players-associations-qa-with-simon-colosimo-fifpro/>





ANNEXE
TABLE OF REGULATORY GAPS AND PROPOSED
REFORMS

TOPIC	N.	REGULATORY GAPS	RECOMMENDATIONS
SAFEGUARDING	<u>1</u>	GOVERNANCE FRAGMENTATION	<p>A UNIFIED SAFEGUARDING POLICY</p> <p>The professional tennis governing bodies, including the PTPA and the ITIA, shall establish a unified department dedicated to ensuring that all players are properly protected.</p>
	<u>2</u>	MENTAL HEALTH SUPPORT	<p>IMPLEMENT AND PROVIDE ACCESS TO MENTAL HEALTH PROGRAMS</p> <p>As an individual sport where players travel and live alongside their opponents, mental health issues are often viewed as a weakness. It is essential to offer educational workshops to raise awareness and support players' mental well-being.</p>

	<u>3</u>	LEGAL PROTECTION	<p>PROVIDING LEGAL SUPPORT TO PLAYERS</p> <p>The ‘Athlete Counsel and Equity Program’ created by the PTPA, offers <i>pro bono</i> legal support to players, helping them navigate legal challenges and protect their rights.</p> <p>The ATP, WTA, and ITF should follow this example, with collaboration being key to providing comprehensive support, including legal counsel and educational initiatives, to better safeguard players' well-being.</p>
INTEGRITY	<u>4</u>	EVIDENCE	<p>ENHANCED AI-BASED MONITORING OF BETTING PATTERNS</p> <p>The use of AI to detect suspicious betting activities must be improved to protect the integrity of the sport.</p>

	<u>5</u>	EDUCATION	<p>EDUCATION AND AWARENESS PROGRAMS</p> <p>Addressing the lack of understanding in recognizing match-fixing and its implications.</p>
ANTI-DOPING	<u>6</u>	TRANSPARENCY	<p>STANDARDIZED PROTOCOLS FOR FAIR ANTI-DOPING REGULATIONS</p> <p>Ensuring all athletes are subject to the same rules and procedures to enhance transparency and fairness.</p>
	<u>7</u>	EDUCATION	<p>IMPROVING PLAYER EDUCATION ON ANTI-DOPING RULES</p> <p>Players require further education on anti-doping, as the rules are highly technical, and most players are novices until they become directly involved in such matters.</p>

HEALTH AND CAREER SUSTAINABILITY	<u>8</u>	CALENDAR	<p>BALANCING COMMERCIAL INTERESTS AND PLAYER WELL-BEING</p> <p>Players are struggling with the calendar, as commercial interests often take precedence over their well-being, creating a ‘sportainment’ dynamic.</p> <p>There is a need for better alignment between both circuits, as the rules differ, yet ultimately, it is one unified circuit.</p>
	<u>9</u>	ONLINE ABUSE	<p>STRONGER REGULATIONS AGAINST ONLINE HARASSMENT</p> <p>Collaborate closely with legal experts and national authorities. Additionally, social media platforms must share the responsibility of protecting players.</p>

	<u>10</u>	MENTAL HEALTH	EXPANDING MENTAL HEALTH POLICIES FOR ALL PLAYERS Tennis governing bodies and associations must prioritize enhanced protection, recognizing that mental health support should not be limited to women. Policies must rapidly adapt to emerging challenges, such as the calendar, betting addiction, financial issues, and online abuse.
--	-----------	---------------	---

© O REI Sports Law Institute. All rights reserved.

This material is the exclusive intellectual property of the O REI Sports Law Institute and is protected under applicable copyright and intellectual property laws. Any **unauthorised reproduction, distribution, modification, or public dissemination** of this content, in whole or in part, is strictly prohibited without prior written consent from the Institute.

This includes, but is not limited to, **sharing, posting, or publishing** the material on social media, websites, or any other public or private platforms. Unauthorized use may result in legal action.

The views and opinions expressed in this publication are solely those of the individual authors and do not necessarily reflect the official policy, position, or endorsement of the O REI Sports Law Institute. This material is provided for academic discussion and educational purposes only, as part of the **Master's in International Sports Law – The Ultimate Sports Lawyer Experience**. It should not be construed as legal advice or an official statement from the Institute.

For inquiries regarding permissions, licensing, or authorised use, please contact contact@orei.institute

SPORTS JOURNAL