

IRENE AGUIAR GALLARDO

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PROFESSIONAL SUMMARY

Spanish-qualified sports lawyer specialised in litigation, arbitration and disciplinary proceedings, as well as contractual, regulatory and governance matters, Senior Associate at UNO ONE Legal Partners. Chair of the Legal Commission of the Royal Spanish Football Federation and Member of the Disciplinary Committee of the Royal Spanish Handball Federation.

LANGUAGES

English (fluent) | Spanish (native) | German (intermediate)

EDUCATION

- Master in Sports Law & Management, ISDE, Madrid.
- Double Degree in Law & Business Administration, Universidad Rey Juan Carlos, Madrid.

PROFESSIONAL EXPERIENCE

Chair of the Legal Commission

Royal Spanish Football Federation (RFEF). 2025 – present

Board Member

Royal Spanish Football Federation (RFEF). 2024 – present

Arbitrator

European Handball Court of Arbitration. 2023 – present

Lawyer – Senior Associate

UNO | ONE Legal Partners. 2023 – present

Nebot&Páez Sport&Music Law. 2020 – 2023

Irene Aguiar Sports Law. 2019 – 2020

Member of the Commission for the Transformation of Clubs into SAD (Women's football)

Spanish National Sports Council (Consejo Superior de Deportes). 2023 – present

Member of the Regulatory Development Committee

Regulatory Development Committee of the Spanish Sports Act 39/2022. 2023

Legal Counsel

Spanish Professional Women's Football League (Liga F). 2022 – present

Member of the Disciplinary Committee

Royal Spanish Handball Federation. 2020 – present

Secretary of the Electoral Board

Royal Spanish Rugby Federation. 2020 – present

Member of the Electoral Board

Royal Spanish Handball Federation. 2020 – present

Legal Counsel

Women's Football Clubs Association. 2020 – present

Disciplinary inspector

Royal Spanish Handball Federation. 2019 – present

TEACHING EXPERIENCE**Royal Spanish Football Federation (RFEF), Madrid**

Lecturer in the Official Preparation Course for the FIFA Football Agent Licensing Exam (2025)

Instituto Superior de Derecho y Economía (ISDE), Madrid

Lecturer in Law Degree and Master's in Markets, Industry and Sports and Entertainment Law on the employment relationship of professional athletes (2024 – present)

Lecturer in Master's in Markets, Industry and Sports and Entertainment Law on sports sponsorships (2020 – 2023)

LaLiga Business School, Madrid

- Master's Thesis Supervisor in Master's in Law Applied to Professional Football (2021 – present)
- Lecturer in Master's in Law Applied to Professional Football (2020 – present)

Universidad Católica de Córdoba, Argentina

Lecturer in Sports Law and Sports Mediation Course on discrimination in sports, with special mention of the Paris 2024 Olympic and Paralympic Games (2024).

American University in Cairo, El Cairo

Lecturer in charge of the Sports Law module at the Sports Management Program American University in Cairo (2021 – 2023)

MEMBERSHIPS

- Member of the Illustrious Bar Association of Madrid
- Board member of the Sports Law Association of Madrid
- Member of the Spanish Sports Law Association

PUBLICATIONS**Edited books and other publications**

- Co-editor of Pérez Triviño, José Luis, and Irene Aguiar, editors. Critical Comments on Spanish Sports Act 39/2022. Hexis, 2023.
- Editor of IUSPORT Dossier n.1. "COVID-19 and Sports: Legal Issues", IUSPORT, 2020.

Book chapters

- Aguiar, Irene. "The Khelif–Yu–Ting Case: Analysis and Reflection on the Need to Reintroduce Sex Verification Tests in Women's Competitions" (Accepted for presentation at the V International Sports Law Conference of the Spanish Association of Sports Law, 16 November 2024, ISDE, Madrid, Spain, forthcoming in 2025).
- Aguiar, Irene. "The Necessary Reform of the Coordination Model Between Professional Leagues and Spanish Sports Federations". In *Studies on Sports Law in Ibero-America: Book in Tribute to Professor Antonio Millán Garrido*, edited by Ignacio Jiménez Soto, Vol. 1, Reus, 2025, pp. 53–70.
- Aguiar, Irene. "Participation Of Individuals With Disorders Of Sex Development In Sports: Reflections On World Athletics Regulations And The Semenya Case." In *Legal Developments in Sports Management*, edited by Antonio Millán, Reus, 2024, pp. 25–43.
- Aguiar, Irene. "Articles 97 to 115: Sanctioning Regime". In *Critical Comments on Spanish Sports Act 39/2022*, edited by José Luis Pérez Triviño and Irene Aguiar, Hexis, 2023.
- Aguiar, Irene. "Article 120: Administrative Court of Sport". In José Luis Pérez Triviño, and Irene Aguiar, editors. *Critical Comments on Spanish Sports Act 39/2022*, edited by José Luis Pérez Triviño and Irene Aguiar, Hexis, 2023.
- Aguiar, Irene. "Participation of Transgender Individuals in Sports: Proposals for Decision-Making and Regulation Processes." In *Current Topics in Sports Law and Sports Entity Management*, edited by Antonio Millán, Reus, 2023, pp. 41–63.
- Aguiar, Irene. "UEFA-FIFA Competition Authorization System in the Super League Case: A Proposal for Lege Ferenda." In *The Super League: The Challenge to the European Sports Model*, edited by José Luis Pérez Triviño, Hexis, 2023.
- Aguiar, Irene. "Women's Sports and Transgender Individuals: An Approach to the Current Situation." In *Legal Framework and Challenges in Sports Management*, edited by Antonio Millán and Eduardo Blanco, Reus, 2022, pp. 139–158.
- Aguiar, Irene. "Conflicting Rights in Transgender Sports Regulations: Between Inclusion, Equity, and Safety." In *Transgender and Sports*, edited by José Luis Pérez Triviño, Hexis, 2022.
- Aguiar, Irene. "Sports Justice in the Face of the New Spanish Sports Act: Analysis and Proposals." In *New Studies on the Sports Law Project*, edited by Antonio Millán, Reus, 2022, pp. 193–224.
- Aguiar, Irene. "The Different Regulation of Sports in the Autonomous Communities in the New Normality." In *IUSPORT Dossier n.1. "COVID-19 and Sports: Legal Issues*, edited by Irene Aguiar, IUSPORT, 2020.

Articles

- Aguiar, Irene. "The Impact of Laws Allowing the Modification of Legal Sex in Sports. The Case of Spain." *Anuario de Derecho Deportivo*, Uruguay, n. 4, 2024, pp. 211–228.
- Aguiar, Irene. "Public intervention in professional sports under the new Sports Law through coordination agreements. The case of the Women's Professional Football League." *Revista Española de Derecho Deportivo*, vol. 53, 2024.
- Aguiar, Irene. "The CJEU Ruling in the European Super League Case: Why It's Not a Victory". *IUSPORT*. December 2023.
- Aguiar, Irene. "In Support of Maintaining the Spanish Administrative Court of Sport: A Proposal for Improvement". *IUSPORT*. February 2022.
- Aguiar, Irene. "European Super League, UEFA-FIFA Competition Authorization, and Competition Law: A Proposal for Lege Ferenda". *IUSPORT*. April 2021.
- Aguiar, Irene. "The Doctrine of the CJEU Could Endorse a Veto on the European Super League". *IUSPORT*. April 2021.
- Aguiar, Irene. "The 'Coordination' between LaLiga and the RFEF According to Recent Judicial Resolutions". *IUSPORT*. June 2020.
- Aguiar, Irene. "The New Sports Law of the Canary Islands." *Revista Aranzadi de Derecho de Deporte y Entretenimiento*, vol. 65, 2019, ISSN 2171–5556.

CONFERENCES AND PANELS

- Aguiar, Irene, et al, panelists. Panel discussion. 'Player & Manager Contracts in Men & Women's Football'. *LawInSport Football Law 2025* conference, 12 May 2025, Linklaters, London, United Kingdom.
- Aguiar, Irene, et al, panelists. Panel discussion. "Sports Federations and Professional Leagues: Framework of Competences". 11th Conference of the Spanish Sports Law Association (AEDD) and the Andalusian Sports Law Association (AADD), 4 April 2024, Sherry Park Hotel, Jerez, Spain.
- Aguiar, Irene. "Sports: a question of sex". Congress of the Spanish Sports Press Association, 18 March 2025, Castillo de Fuensaldaña, Valladolid, Spain.
- Aguiar, Irene. "Eligibility rules for the female competitions in the Olympic and Paralympic Games: Women's Boxing and Petrillo cases". Recent legal controversies and judicial rulings in sports. Controversies arising in the Paris 2024 Olympic Games and the Diarra Case ruling, Sports Law Section of the Madrid Bar Association, 21 November 2024, Madrid Bar Association, Spain.
- Aguiar, Irene. "The Khelif–Yu–Ting Case: Analysis and Reflection on the Need to Reintroduce Sex Verification Tests in Women's Competitions". V International Sports Law Conference of the Spanish Association of Sports Law, 16 November 2024, ISDE, Madrid, Spain. Conference presentation.

- Aguiar, Irene and Malabia, Pedro. “Legal aspects of Spanish women’s football”. Masterclass for the Federação Paulista de Futebol, 30 October 2024, Liga F, Madrid, Spain.
- Aguiar, Irene, et al, panelists. Panel discussion. "The management and training of women's sports: challenges and opportunities". ISDE Sports Convention 2024, 7 June 2024, ISDE, Madrid, Spain.
- Aguiar, Irene. “The Collective Bargaining Agreement in Spanish Women’s Football”. FIFPRO Central and North America Women’s Football Meeting, 1 May 2024, Atelier Playa Mujeres Hotel, Cancún, Mexico. Keynote Speech.
- Aguiar, Irene, et al, panelists. Panel discussion. "Challenges and future perspectives of professional sports in Europe following the recent case law of the CJEU (Super League case and others)." Conference: Challenges and future perspectives of professional sports in Europe following the recent case law of the CJEU (Super League case and others), 23 April 2024, Universidad Rey Juan Carlos, Madrid, Spain.
- Aguiar, Irene, et al, panelists. Panel discussion. “The disciplinary regime: an outstanding matter”. X Sports Law Conference of the Spanish Sports Law Association, 18 April 2024, Valladolid, Spain.
- Aguiar, Irene, et al, panelists. Panel discussion. “The Judgment of the Court of Justice of the European Union in the European Super League Case”. VIII Sports Law Conference of Real Betis Balompié, 21 March 2024, Silken Hotel, Sevilla, Spain. Panel discussion.
- Aguiar, Irene, et al, panelists. Panel discussion. Analysis of the Judgment in the FIFA – UEFA vs. European Super League Case and Potential Consequences on Sports Organization, Sevilla Bar Association, 16 January 2024, Sevilla Bar Association, Spain. Panel discussion.
- Aguiar, Irene. "Regarding the Reporting System and Processing of Disciplinary Proceedings in the New Sports Law." Comments on Spanish Sports Act 39/2022: Is a Modification of the Regulation Approaching?, Sports Law Section of the Madrid Bar Association, 16 November 2023, Madrid Bar Association, Spain.
- Aguiar, Irene. "Participation Of Individuals With Disorders Of Sex Development In Sports: Reflections On World Athletics’ Regulations And The Semenya Case." XVIII Congress of the Spanish Association of Sports Law, 10 November 2023, Escuela Universitaria Real Madrid – Universidad Europea, Madrid, Spain. Conference presentation.
- Aguiar, Irene. "Public Intervention in Professional Sports in the New Sports Law." A Tribute Day to Professor Dr. Gabriel Real Ferrer: A Lifetime Devoted to Public Law, Spanish Association of Sports Law, 21 September 2023, The Ocean Race, Alicante, Spain. Conference presentation.
- Aguiar, Irene, et al, panelists. "International State of Women’s Sports." International Women’s Sports Summit, Independent Council on Women’s Sports, 23 July 2023, Denver Marriott West, Colorado, United States of America. Panel discussion.

- Aguiar, Irene. "The New Spanish Sports Act 39/2022 from a Gender Perspective". IV Sports Law Conference: Study and Practical Analysis of Law 39/2022, of December 30, on Sports, 22 June 2023, Zaragoza Bar Association, Spain.
- Aguiar, Irene, et al. "Analysis of the Legal Implications of the New Sports Law." ISDE Sports Convention, ISDE, 22 May 2023, Palace of Santoña, Madrid, Spain.
- Aguiar, Irene. "Female Sport and Its Challenges." Organizing Committee of the Central American and Caribbean Games San Salvador 2023 (COSSAN2023), 5 May 2023, National Museum of Anthropology (MUNA), San Salvador, El Salvador. Keynote Speech.
- Aguiar, Irene, et al, panelists. "Current Challenges for Women in National and International Sports." Organizing Committee of the Central American and Caribbean Games San Salvador 2023 (COSSAN2023), 4 May 2023, Crowne Plaza Hotel, San Salvador, El Salvador. Panel discussion.
- Aguiar, Irene and M^a Luisa Palazón. "Sport and Gender." XIV Andalusian Congress of Sports Law, Andalusian Association of Sports Law, 9 March 2023, Granada Bar Association, Granada, Spain.
- Aguiar, Irene. "Transsexuality and Sport: the Football's Perspective." LaLiga Sports Law Meetings, 21 March 2023, LaLiga, Madrid, Spain.
- Aguiar, Irene. "Women's Sports and Female Athletes Facing Transgender Regulations." X Sports Law Conference, Deporte y Ocio, 23 February 2023, Lleida Bar Association, Spain. Keynote Speech.
- Aguiar, Irene, et al. "New Spanish Sports Act 39/2022." VII Sports Law Conference of Real Betis Balompié, 22 February 2023, Silken Hotel, Sevilla, Spain.
- Aguiar, Irene. "Appearance of Legal Advisor and Expert in Women's Sports, Mrs. Irene Aguiar Gallardo, before the Committee on Culture and Sports, to provide information regarding the subject matter of the Study Panel on grassroots and women's sports in Spain, established within the Commission." Committee on Culture and Sports of the Spanish Senate, February 2023, Spanish Senate, Madrid, Spain.
- Aguiar, Irene. "Women's Sports and Gender Equality in the New Sports Law, with a Special Focus on Transgender Laws." The National Sports Law Project and Its Impact on Castilla y León, Castilla y León Regional Government, 19 December 2022, Parliament of Castilla y León, Valladolid, Spain. Keynote Speech.
- Aguiar, Irene, et al. "The participation of transgender and intersexual athletes in sport competitions." I ELIS International Workshop about Sport, Diplomacy and Human Rights, Unesco Chair On Education Linkage Through International Sports (ELIS), 15 December 2022, Universidad Carlos III, Madrid, Spain.
- Aguiar, Irene. "Participation of Transgender Individuals in Sports: Proposals for Decision-Making and Regulation Processes." XVII Congress of the Spanish Association of Sports Law, 11 November 2022, Catalonia Ramblas Hotel, Barcelona, Spain. Conference presentation.

- Aguiar, Irene. "The Sports Justice Facing the Sports Law Project: Analysis and Proposals." VIII Conference of the Spanish Association of Sports Law, 27 May 2022, Sevilla, Spain. Conference presentation.
- Aguiar, Irene, et al. "New Legal Framework of Sport." VI Sports Law Conference of Real Betis Balompié, 22 March 2022, Silken Hotel, Sevilla, Spain.
- Aguiar, Irene, et al. "A Legal Perspective on the New Spanish Sports Act." Parliamentary Sessions on the New Spanish Sports Act, Partido Popular, 31 January 2022, Congress of Deputies of Spain, Madrid, Spain.
- Aguiar, Irene. "Women's Sports and Transgender Individuals: An Approach to the Current Situation." XVI Congress of the Spanish Association of Sports Law, 26 November 2021, Universidad de A Coruña, Spain. Conference presentation.
- Aguiar, Irene. "Blatantly Public Acts That Undermine Sports Dignity and Decorum." VII Sports Law Conference, Deporte y Ocio, February 2020, Lleida Bar Association, Spain. Conference presentation.
- Aguiar, Irene, et al, panelists. Panel discussion about non-league football. IV Congress of ProLiga, 1 February 2020, Hotel Meliá Avenida América, Madrid, Spain.

October 2025.