

SABINE TSURUDA
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ACADEMIC POSITIONS

Canada Research Chair (Tier 2) in Work Law (2025-present)
Assistant Professor, Henry N.R. Jackman Faculty of Law, University of Toronto (2024-present)
Assistant Professor, Faculty of Law, Queen's University (2018-2024)

PUBLICATIONS

Contracting for Expression: Workers' Rights and the First Amendment, 48 BERKELEY JOURNAL OF EMPLOYMENT AND LABOR LAW ____ (2027, forthcoming)

Workplace Authority and Collective Bargaining Law, 6 OXFORD STUDIES PHIL. L. (forthcoming)

Religious Exemptions and Associational Freedom in Employment, in DISCRIMINATION BY/AGAINST RELIGION (Cécile Laborde, Micah Schwartzman & Nelson Tebbe, eds., Oxford University Press, forthcoming)

[*Race, Unconscionability, and Contractual Equality*](#), 60 HARV. C.R.-C.L. L. REV. 159 (2025)

[*Substantive Equality and Its Remedial Consequences*](#), 73.S2 U. TORONTO L. J. 189 (2023)

[*Good Faith in Employment*](#), 24 THEORETICAL INQUIRIES L. 206 (2023)

[*A Cooperative Paradigm of Employment*](#), in WORKING AS EQUALS (Julian Jonker & Grant Rozeboom, eds., 2023)

[*Disentangling Religion and Public Reason: An Alternative to the Ministerial Exception*](#), 106 CORNELL L. REV. 101 (2021)

[*Working as Equal Moral Agents*](#), 26 LEGAL THEORY 305 (2020)

[*Volunteer Work, Inclusivity, and Social Equality*](#), in PHILOSOPHICAL FOUNDATIONS OF LABOUR LAW (Hugh Collins, Gillian Lester & Virginia Mantouvalou eds., Oxford University Press, 2018)

[*The Moral Burdens of Temporary Farmwork*](#), in THE OXFORD HANDBOOK OF FOOD ETHICS (Anne Barnhill, Mark Budolfson & Tyler Doggett eds., Oxford University Press, 2018)

[*Contract, Power, and the Value of Donative Promises*](#), 69 S.C. L. REV. 2 (2017)

WORKS IN PROGRESS

“Labor, Association, and the Priority of Liberty” (under review)
“Speech Rights as Equality Rights”
“Rescuing Workers’ Freedom of Contract”

SELECTED PRESENTATIONS

“Contracting for Expression: Workers’ Rights and the First Amendment,” Junior Scholars Roundtable, Boston College School of Law (March 27, 2026)

“Workplace Authority and the Duty to Bargain,” Colloquium in Law, Philosophy & Political Theory, UC Berkeley School of Law (January 30, 2026).

“What is Basic Justice?,” comments on Greg Keating’s “Tort is Basic Justice,” North American Workshop in Private Law Theory, Peter A. Allard School of Law, University of British Columbia (November 7, 2025).

“Contract Theory for the First Amendment,” Contract Theory Works In Progress Workshop, UC Berkeley School of Law (March 7-8, 2025).

“Contract Theory for the First Amendment,” Conference on Ancient Philosophy and Contemporary Philosophy of Law, Stanford University (February 7-9, 2025).

“Politics, Religion, and Workplace Expression,” Conference on Religion, Freedom, and Equality, University of Texas and Magdalen College, University of Oxford (June 3, 2024).

Discussant for Nick Sage, “Is Contract Law Liberal?” Contract Theory Works in Progress Workshop, UC Berkeley School of Law (Feb. 2-3, 2024).

“Collective Bargaining and Workers’ Freedom of Contract,” Colloquium on Contract Theory and Marginalized Workers, UC Berkeley Law School (Oct. 20, 2023)

“Speech Rights as Equality Rights,” Legal Theory Workshop, USC Center for Law and Philosophy (Oct. 13-14, 2023)

“Collective Bargaining and Workers’ Freedom of Contract,” Social Justice Theory Workshop, organized by the Social Justice Centre (Concordia University), le Centre de Recherche en Éthique (Université de Montréal), and the Department of Philosophy at the University of Victoria (June 8, 2023)

“Collective Bargaining and Workers’ Freedom of Contract,” Faculty Colloquium, Department of Philosophy, York University (Nov. 18, 2022)

“Substantive Equality and Its Remedial Consequences,” commenting on Martha Minow’s “Equality, Equity, and Algorithms: Learning from Justice Abella,” Symposium in Honour of Justice Rosalie Silberman Abella, University of Toronto Faculty of Law (Sept. 23, 2022)

“Rescuing Workers’ Freedom of Contract,” Rethinking Foundations of Work Law, Queen’s University and University of Toronto (June 10-12, 2022)

“Religions Exemptions and Associational Freedom in Employment,” Conference on Discrimination by/against Religion, Nuffield College, Oxford University (June 13, 2022)

“Labor, Association, and the Priority of Liberty,” Oxford Seminars in Jurisprudence Workshop, Oxford University (May 9, 2022)

“Labor, Association, and the Priority of Liberty,” Texas Law and Philosophy Workshop, University of Texas School of Law (Mar. 24, 2022)

“Labor, Association, and the Priority of Liberty,” Harvard Law and Philosophy Workshop, Harvard Law School (Feb. 2, 2022)

“Labor, Association, and the Priority of Liberty,” A Theory of Justice: 50 Years Later, University of Virginia School of Law (Dec. 3, 2021)

“Good Faith in Employment,” Private Law Theory Meets the Law of Work, NYU School of Law and Edmond J. Safra Center for Ethics at Tel-Aviv University (Sept. 10–11, 2021)

“Cooperative Production,” Working as Equals Conference, Zicklin Center for Business Ethics Research, The Wharton School, University of Pennsylvania (June 2–5, 2021)

“Speech Rights as Equality Rights,” UCLA Legal Theory Workshop (March 18, 2021)

“Working as Equal Moral Agents,” University of Texas School of Law Faculty Colloquium (Feb. 4, 2021)

“Resistance and Recognition in Contract,” North American Workshop on Private Law Theory (Nov. 13, 2020)

“Resistance and Recognition in Contract,” Legal Theory Workshop, University of Toronto Faculty of Law (Oct. 16, 2020)

“Resistance and Recognition in Contract,” Canadian Workshop in Private Law Theory (July 10, 2020)

“Disentangling Religion and Public Reason,” Annual Law and Religion Roundtable (June 25, 2020)

Discussant for Deborah Hellman’s “Sex, Causation and Algorithms,” Symposium on Discrimination and Subordination, University of Toronto (Nov. 16, 2019)

“Working as Equal Moral Agents,” Critical Analysis of Law Workshop, University of Toronto Faculty of Law (Oct. 15, 2019)

“Religious Workplaces in a Liberal Democracy,” New Directions in Philosophy of Law, University of Surrey School of Law (July 16-18, 2019)

“Working as Equal Moral Agents,” selected for presentation as the 2019 “New Voice in Legal Theory,” Analytical Legal Philosophy Conference, Georgetown Law (May 31-June 1, 2019)

“Working as Equal Moral Agents,” Oxford Jurisprudence Discussion Group, Oxford University (May 28, 2019)

“Working as Equal Moral Agents,” Legal Theory Seminar Series, Edinburgh Law School (Feb. 14, 2019)

Discussant for Nicolas Cornell’s “Competition Wrongs,” New Directions in Philosophy of Law 2, All Souls College, Oxford (July 23-25, 2018)

“Volunteer Work, Inclusivity, and Social Equality,” Workshop on Economic Justice, Dartmouth College (Aug. 3-4, 2017)

“Contract, Power, and the Value of Donative Promises,” Legal Theory Seminar Series, Edinburgh Law School (Mar. 23, 2017)

AWARDS AND FELLOWSHIPS

Explore Grant for “Religion and Politics at Work,” Social Sciences and Humanities Research Council of Canada (2019–21)
Charlotte W. Newcombe Doctoral Dissertation Fellowship, Woodrow Wilson Foundation (2017–18)
Andrew W. Mellon Fellowship of Distinction (2014–15, 2008–09)
Eugene Cota-Robles Fellowship, University of California, Los Angeles (2014–15, 2008–09)
Simon Endowment Fund Merit-Based Scholarship, UCLA School of Law (2012–15)
Martin C. Pachter Prize for Family Law, UCLA School of Law (2015)
Masin Family Academic Excellence Gold Award for Family Law (2015)
Dean’s Award, Best Performance, International Human Rights, UCLA School of Law (2014)
Dean’s Award, Second-Best Performance, Business Associations, UCLA School of Law (2014)
Graduate Research Mentorship, University of California, Los Angeles (2010-11)
Summer Graduate Research Mentorship, University of California, Los Angeles (2010)

EDUCATION

Ph.D. Philosophy, University of California, Los Angeles
Dissertation: “Moral Agency and the Workplace”
Committee: Seana Shiffrin (Chair), Barbara Herman, Noah Zatz, A. J. Julius
Charlotte W. Newcombe Doctoral Dissertation Fellow

J.D., UCLA School of Law
Order of the Coif
Senior Editor, *UCLA Law Review*

M.A. Philosophy, Stanford University

B.A. Political Science, Stanford University

COURSES TAUGHT

Contract Law
Labour Law
Workplace Equality (seminar)
Introduction to Ethical Theory

SERVICE

Faculty of Law, University of Toronto
Member, Admissions Committee (2025-Present)
Member, Clerkships Committee (2025-Present)
Member, Research Advisory Committee (2024–Present)
Member, Graduate Education Scholarships & Prizes (2024–Present)
Member, Equity, Diversity, Inclusion & Accessibility Committee (2024–2025)

Faculty of Law, Queen’s University
Member, Queen’s Law Cyclical Program Review Committee (2022)

Member, Adjunct Appointments Committee (2022)
Member, Renewals, Promotions, and Tenure Committee (2018–20, 2021–22)
Co-Chair, Anti-Racism Committee (2020–21)
Member, Admissions Committee, Queen’s Law (2020–21)

SELECTED PROFESSIONAL AFFILIATIONS AND ACTIVITIES

2020– Member, Steering Committee for Canadian Workplace Policy and Law: Envisioning New Foundations
2018– Referee for: *Canadian Journal of Law and Jurisprudence*, *Law & Philosophy*, *Inquiry*, *Philosophical Studies*, *Philosophy*, *Politics, and Economics*, *Public Affairs Quarterly*, *Queen’s Law Journal*, *Res Publica*, *University of Toronto Journal of Law and Equality*
2018–2024 Affiliated Faculty, Centre for Law and the Contemporary Workplace, Queen’s University
2016– California State Bar
2016– American Philosophical Association

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April 2026