



## ATHLETE PREGNANCY SUPPORT & RESOURCES

### PURPOSE:

Champion and support female athletes by ensuring they receive continued Elite Athlete Health Insurance (EAHI) and/or Athlete Stipend benefits throughout pregnancy and for a one-year period after the end of pregnancy.

### PREGNANCY SUPPORT OVERVIEW:

In the USOPC's effort to continue to support female athletes throughout pregnancy, if a female athlete who is eligible for the USOPC Elite Athlete Health Insurance (EAHI) and/or Athlete Stipends, becomes pregnant, the athlete will continue to receive the same level of resources they were receiving at the time she notifies the USOPC of her pregnancy for the duration of her pregnancy and for one year after the pregnancy ends so long as the athlete intends to return to competition at an elite level and complies with the Retention of Benefits Terms and Conditions. The athlete does not have any obligation to adhere to training or competition throughout her pregnancy or the one-year period following the birth of child or end of pregnancy. Upon the conclusion of the one-year period, the athlete will then have to re-qualify for USOPC EAHI and/or Athlete Stipend benefits.

### APPROVAL OF PREGNANCY SUPPORT:

If an athlete is receiving USOPC EAHI and/or Athlete Stipend benefits and becomes pregnant, she should reach out to the USOPC benefits administrator by emailing [eahi@usopc.org](mailto:eahi@usopc.org) for more information and next steps on how to proceed in extending the resources available to them. The athlete will need to provide the required information and agree to terms and conditions contained within the Retention of Benefits Terms and Conditions form.

Important conditions to note:

- The athlete must have qualified for USOPC Elite Athlete Health Insurance (EAHI) and/or Athlete Stipend support at the time of notification of pregnancy to the USOPC and agree that it is their intent to return to competition at an elite level.
- The athlete must comply with and provide the required information contained within the Retention of Benefits Terms and Conditions form within thirty (30) days of receiving the information from the USOPC.
- The athlete must give permission to the USOPC to notify the athlete's respective NGB of pregnancy status solely for the purpose of administering the benefits. The respective National Governing Body (NGB)/ Paralympic Sport Organization (PSO) is required to keep this status confidential and cannot discriminate or retaliate against the athlete for being pregnant.
- An athlete who would like to request an extension of USOPC EAHI and/or Athlete Stipend benefits through pregnancy support must notify the USOPC no later than thirty (30) days after giving birth or end of pregnancy at [eahi@usopc.org](mailto:eahi@usopc.org) to be eligible to qualify for pregnancy support.
- Athletes must provide the USOPC with the date of birth or date on which the pregnancy ended within thirty (30) days of the date of birth or end of pregnancy to qualify for pregnancy support.
- Regardless of when an athlete notifies the USOPC of her pregnancy, her receipt of USOPC EAHI and/or Athlete Stipends will only last for the duration of the pregnancy and for one year after she gives birth or the pregnancy ends, provided she meets the eligibility criteria at the time of notification. As an example, an athlete who notifies the USOPC of her pregnancy the day after she gives birth will only be eligible for the one year extension in qualified benefits so long as she meets the eligibility criteria on the notification date. As such, athletes should notify the USOPC as soon as possible about their pregnancy in order to



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receive the maximum amount of benefits and ensure that she does not later lose out on the benefit because she no longer qualifies under the eligibility criteria.

### DISCONTINUATION OF PREGNANCY SUPPORT:

An athlete will stop receiving USOPC EAH and/or Athlete Stipend pregnancy benefits when -

- a) the athlete requalifies for the same level of support by meeting the current eligibility criteria or
- b) the one-year period after end of the pregnancy benefit extension is reached.

### FREQUENTLY ASKED QUESTIONS:

1. Must pregnancy be disclosed? To whom?

In order to trigger the extension of support, the athlete must disclose their pregnancy status to the USOPC health benefits administrator (email to [eahi@usopc.org](mailto:eahi@usopc.org)), who will communicate status to NGB/PSO and USOPC staff, as appropriate.

2. By when does an athlete have to disclose their pregnancy?

So long as the athlete is qualified for EAH and/or athlete support at the time of notification, an athlete may notify the USOPC of their pregnancy at any time during their pregnancy, but no later than thirty (30) days after birth or end of pregnancy in order to be eligible for pregnancy support. The start date of pregnancy support benefits is as of the date in which the USOPC has been notified of an athlete's pregnancy, birth of child or end of pregnancy.

3. What time period does pregnancy support cover?

To offer the athlete time to recover and return to elite level, the pregnancy benefit offers continued support for USOPC EAH and Athlete Stipend payments throughout pregnancy and for one year following childbirth or end of pregnancy. Following the end of the extended one-year period, the athlete will have the ability to elect the option to pay for continuance plan (COBRA) consistent with all other terminations of EAH eligibility.

4. What is the amount of athlete stipend that will be received?

Pregnant athletes will continue to receive the amount of USOPC Athlete Stipends they qualified for per the Athlete Stipend eligibility criteria in effect at the time of notification to the USOPC. The NGB will continue to support the athlete from their available Athlete Stipend allocation until the next performance criteria evaluation period (discretion or otherwise) indicates the athlete will no longer qualify for the level of support that they maintained up until their declaration of pregnancy.

5. How will miscarriage or loss of child during pregnancy be handled?

The intention is to offer one year of continued coverage to support the athlete's health and ability to recover. In the case of a complication resulting in loss of pregnancy the athlete is eligible for continued coverage for one year after end of pregnancy.

6. How is an athlete removed from receiving Pregnancy Support benefits?



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The athlete may remove themselves from receiving pregnancy benefits at any time by providing the USOPC health benefits administrator with a written request (email to [eahi@usopc.org](mailto:eahi@usopc.org)) or will be removed from pregnancy support following the end of the extended one-year period of benefits following childbirth or end of pregnancy. Before the conclusion of the extended one-year period of benefits following childbirth or end of pregnancy, a written notification will be mailed to the athlete's last known address on file at least 30-days prior to the date of benefit termination. Athletes who were receiving extended EAHI benefits through pregnancy support may elect a temporary extension of healthcare coverage (COBRA) for a period of up to 12 months at their own cost before pregnancy support lapses.