

TEAM USA ATHLETE BENEFITS PREGNANCY SUPPORT PROCEDURE



Overview

Procedure Name: Team USA Athlete Benefits Pregnancy Support

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Procedure Owner: Sr., Dir., Athlete Healthcare & Administration

Applies to: Team USA Athletes

1. Overview

The U.S. Olympic & Paralympic Committee's (USOPC) Team USA Athlete Benefits Pregnancy Support policy outlines the eligibility requirements, request process, and approval process for Team USA athletes who become pregnant. This policy is designed to help an eligible athlete maintain their current athlete benefits from the time they disclose pregnancy until 12-months from the birth of child or end of a medically confirmed pregnancy (including, live birth, stillbirth, miscarriage, elective termination, or other pregnancy loss such as Dilation & curettage, or D&C).

The USOPC recognizes that each pregnancy experience is unique and is committed to supporting athletes throughout their journey. In addition to the resources outlined below, athletes have access to mental health support through the USOPC to help them navigate this important time. For questions about this or any other resource, athletes are encouraged to contact an Athlete Healthcare Navigator: athletehealthcare@usopc.org or 800-933-4473.

2. Procedure Outline

In the USOPC's effort to continue supporting pregnant athletes, if a pregnant athlete who is currently enrolled in Elite Athlete Health Insurance (EAHI) and/or receiving Athlete Stipends, becomes pregnant, the athlete will continue to receive the same level of benefits that they were receiving at the time they notify the USOPC of the pregnancy. These benefits will continue for the duration of the pregnancy and for one year after the pregnancy ends, so long as the athlete intends to return to Team USA competition and complies with the Retention of Benefits Terms and Conditions.

The athlete has no obligation to adhere to training or compete during the pregnancy or the one-year period following the birth of child or end of pregnancy. If the athlete re-qualifies for Athlete Stipends at any point during pregnancy or within the year after the end of pregnancy, the USOPC will honor the higher amount for which she qualified.

At the conclusion of the one-year period, the athlete must re-qualify for Team USA, EAHI, and/or Athlete Stipend Benefits.

Athletes who were not enrolled in EAHI prior to pregnancy disclosure are not eligible to enroll based on that disclosure. Athletes in this situation may request consideration under the Hardship Procedure as an alternative enrollment option.

A. ELIGIBILITY FOR PREGNANCY SUPPORT

An eligible Team USA athlete who becomes pregnant will receive the same level of benefits for up to 12-months from the birth of the baby or end of pregnancy so long as the athlete meets the following conditions:

- Pregnancy must be confirmed by a qualified healthcare provider.
- The athlete submits a request per the defined process;
- The athlete intends to return to competition at an elite level and requalify for Team USA;
- The athlete authorizes USOPC Sports Medicine to notify healthcare or non-healthcare provider employees with the athlete's NGB or the USOPC of the athlete's extension status on a need-to-know basis, solely for the purpose of administering benefits. The respective NGB and USOPC employees are required to keep this status confidential and cannot discriminate or retaliate against the athlete for being pregnant; and,
- The athlete must be in good standing and comply with all eligibility and participation requirements established by the World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), the USOPC Athlete Safety Policy, the USOPC, a National Governing Body (NGB), or International Federation.

Athletes should know that receipt of pregnancy support benefits and services during the extension period shall not be contingent upon any agreement that stipulates the athlete must continue to train at an elite level during the recovery period. Athletes must be requalified by the end of the extension period to continue receiving benefits and services or request an additional extension.

C. APPROVAL PROCESS

In the event a current Team USA athlete becomes pregnant, the athlete should initiate a pregnancy support request via Athlete 360. If the athlete does not currently have access to Athlete 360, they can find instructions on how to create an account in Agora. A USOPC Athlete Healthcare Navigator will receive and process the request. To formally be granted pregnancy support, the athlete will need to follow the process below.

1. The athlete must submit a pregnancy support request form via Athlete 360 to start the approval process no later than 30-days after the athlete's current benefit tier end-date OR within 30-days of the date of birth of the child or end of pregnancy
2. If the athlete submits the form prior to the end of pregnancy, the athlete must provide the USOPC with the expected date of birth, date of birth or date on which the pregnancy ended within thirty (30) days of the date of birth or end of pregnancy via Athlete 360.
3. Once the request form and date of birth/end of pregnancy have been approved, the USOPC will ensure the athlete maintains access to services and benefits for the full term of pregnancy support.

Regardless of when an athlete notifies the USOPC of the pregnancy, the receipt of Athlete Benefits under pregnancy support will only last for the duration of the pregnancy and for one year after birth or the pregnancy ends, provided the athlete meets the eligibility criteria at the time of notification. As an example, an athlete who notifies the USOPC of the pregnancy the day after the athlete gives birth will only be eligible for the one-year extension in qualified benefits so long as the athlete meets the eligibility criteria on the notification date. As such, athletes should notify the USOPC as soon as they're comfortable about their pregnancy to receive the maximum amount of benefits and ensure they do not later lose out on the benefit because the athlete no longer qualifies under the eligibility criteria.

3. Discontinuation of Pregnancy Support

An athlete will stop receiving Athlete Benefits through Pregnancy Support when:

- The athlete requalifies for the same level of support by meeting the current Team USA eligibility criteria, or
- The one-year period after the end of pregnancy is reached, or
- The athlete otherwise becomes ineligible to receive Team USA Athlete Benefits

If an athlete becomes ineligible for Team USA athlete benefits or their extension period expires, benefits will transition per the specific terms outlined on the applicable [Team USA Athlete Benefit](#) program procedures/page for the service in question.

4. Procedure History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Review	Revision Summary
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