

USA Team Handball Equal Pay Policy

All athletes, regardless of gender, representing the United States at an equivalent level of competition shall receive the equivalent and non-discriminatory compensation, wages, benefits, medical care, travel arrangements, and reimbursements for expenses from USA Team Handball.

Compensation, Wages, and Benefits

For any athlete representing the United States, USA Team Handball has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to qualify for support payments regardless of gender.¹

At this time, USA Team Handball does not offer qualification for support payments for any athlete, and will adopt criteria in this section to conform with its standards of equity when such resources may become available.

USA Team Handball reserves the right to consider merit, performance, seniority, and quantity of play in determining support payment and other compensation decisions. USA Team Handball may also, in its discretion, provide more beneficial terms to athletes representing the United States to address disparities in outside income or disparities in the compensation provided by the International Handball Federation in international competitions.

USA Team Handball may elect to provide additional funding that is not equivalent to athletes regardless of gender should it deem the additional funding necessary to enhance the development of a historically underdeveloped program. USA Team Handball may also provide additional funding to a specific athlete and/or team if there is a documented and justifiable need on the part of the athlete or team.

At this time, USA Team Handball does not offer additional funding to specific athletes or teams based on demonstrated need, and will adopt criteria in this section to conform with its standards of equity and supply definitions for requisite documentation and justification, when such resources become available.

In addition to compensation and wage payments, USA Team Handball may provide to its athletes representing the United States the following benefits:

Issued uniforms, warmup and other team-oufitted apparel, equipment, discounted purchase of apparel and goods from USA Team Handball sponsors, and a discounted USA Team Handball annual membership. (1) At certain levels of competition, the IHF requires personalization of uniforms, and (2) single-event sponsorships may render uniforms, equipment or apparel of limited further use to other athletes; in such cases, athletes shall retain their personal uniform; in other cases, across all levels, team-issued apparel may be retained by athletes at cost of production by USA Team Handball.

All athletes at all levels selected to represent USA Team Handball in international competition may have the opportunity for these benefits.

¹ In referring to "an equivalent disciplines," equity standards should not be interpreted not to apply across athletes competing in different disciplines, including differences in Olympic, Non-Olympic, and Adaptive disciplines.

While the above list is not comprehensive nor is it a guarantee of benefits to be provided, USA Team Handball will ensure that all athletes, regardless of gender, representing the United States at an equivalent level of competition receive the same benefits. This applies only to benefits provided by USA Team Handball – outside parties may provide such benefits to athletes or teams in their own discretion and USA Team Handball shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

Medical Care

USA Team Handball has established equivalent and nondiscriminatory criteria for male and female athletes to qualify for USOPC-funded Elite Athlete Health Insurance.

Heads of Olympic Discipline Senior National Team Programs are consulted each calendar year for a list of their top 14 athletes, in order by performance merit, and the first eight from each such list are offered the opportunity to attain Elite Athlete Health Insurance. Should any of those eight athletes decline, additional athletes shall be offered Elite Athlete Health Insurance in order of listing until the first of either (1) the eight available policies to each gender National Team is exhausted, or (2) the list of fourteen athletes is exhausted with respect to each program.

USA Team Handball is also committed to ensuring that all athletes have equivalent and nondiscriminatory medical care available at events when representing the United States. For events, USA Team Handball shall assign medical providers using the following criteria to ensure that athletes competing at equivalent levels receive equivalent opportunities for medical care.

USA Team Handball shall ensure the presence of a qualified Athletic Trainer at all international competitions, regardless of discipline or level, with attention to equity in quality of such attending staff members across programs through consultation with its Chief Medical Officer and/or its Lead Physician.

Travel Arrangements

All athletes traveling to events are entitled to equivalent and nondiscriminatory travel arrangements. USA Team Handball will cover, arrange, or coordinate travel arrangements for athletes in accordance with the below. These requirements shall apply to all athletes whose travel is funded by USA Team Handball.

Air Travel

USA Team Handball may arrange, reimburse, or direct itineraries for air travel for athletes based on the requirements of specific events or activities, ensuring equitable and nondiscriminatory arrangement and support. Travel arrangements will prioritize efficiency, cost-effectiveness, time of travel, and fairness, with comparable standards applied to all athletes. Details regarding reimbursement or direct booking will be communicated in advance.

USA Team Handball shall advocate that air travel provided by allotted budget or direct booking from the International Handball Federation, or another providing source of support, conforms with its equity policy. USA Team Handball shall use funds to equalize the quality of such air travel where third-party involvement does not conform with this policy for equity and nondiscrimination.

Accommodations

USA Team Handball is committed to securing accommodations in a manner that ensures equivalency and nondiscrimination. While some accommodations may be directly covered by the organization and others coordinated through alternative means, we will ensure that all athletes receive opportunities and support equivalent to their peers at the same level of competition. Such equivalence shall include overall cost, cost to athletes, quality, distance from venue, and amenities, with recognition that varying standards across countries of competition may affect the full equivalence of available offerings across equivalent levels of competition hosted in separate geographies.

USA Team Handball shall advocate that accommodations provided by allotted budget or direct booking from the International Handball Federation, or another providing source of support, conforms with its equity policy. USA Team Handball shall use funds to equalize the quality of such air travel where third-party involvement does not conform with this policy for equity and nondiscrimination.

Ground Transportation

USA Team Handball may arrange ground transportation for athletes based on the specific location, event, or circumstances, ensuring equitable and nondiscriminatory support. Transportation arrangements may include shared vehicles, shuttles, or other means deemed appropriate for the event. The organization will ensure that all athletes receive comparable access to ground transportation, balancing logistical considerations and fairness.

Reimbursements

Athletes will be reimbursed for the following expenses by USA Team Handball:

USA Team Handball will reimburse athletes for eligible expenses incurred during approved activities, ensuring equitable and non discriminatory support. Reimbursable expenses may include meals, equipment, transportation (e.g., rideshares, taxis, or airfare for events not directly covered by USA Team Handball), and other costs as defined by the organization. Specific guidelines and limits will be outlined to maintain fairness and fiscal responsibility.

Reimbursement processes will involve collection of qualified receipts by delegation Team Leader for relevant competition, transmittal to USATH CEO, and approval and dissemination through Bill.com in coordination with USATH's contracted accounting service provider and/or its Audit and Compensation Committee.

Advocacy for Equal Pay on the International Level

USA Team Handball will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to Team Handball athletes by The International Handball Federation, North American and Caribbean Handball Confederation, and other event organizers or promoters. If it becomes aware of unequal support for athletes of different genders, USA Team Handball may consider the following actions as reasonable steps:

- Formal letters to the event organizers
- Direct advocacy from the USA Team Handball member of the event organizer's governing body

USA Team Handball may consider the USOPC International Relations Task Force's recommendations for effective advocacy on the international stage in taking steps to further advocate for equal pay in the international context.