



Equal Pay Act Policy

All full-time, centralized athletes, regardless of gender, representing the United States at the High Performance, elite level of training and competition shall receive the equivalent and non-discriminatory compensation, wages, benefits, medical care, travel arrangements, and reimbursements for expenses from United States Field Hockey Association.

For any full-time, centralized athlete representing the United States, United States Field Hockey Association has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to qualify for support payments regardless of gender.

In order to qualify for the aforementioned benefits, both the following conditions must be met:

- 1) the athlete must be training/competing full-time, and
- 2) the entire squad must be centralized (current centralized location is Charlotte, NC).

United States Field Hockey Association reserves the right to consider merit, performance, seniority, and quantity of play in determining compensation decisions.

In addition to compensation and wage payments, United States Field Hockey Association may provide to its full-time, centralized athletes representing the United States apparel for training and competition, and partner discounts.

While the above is not comprehensive nor is it a guarantee of benefits to be provided, United States Field Hockey Association will ensure that all full-time, centralized 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 United States Field Hockey Association—outside parties may provide such benefits to athletes or teams in their own discretion and United States Field Hockey Association shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

Medical Care

United States Field Hockey Association has established equivalent and nondiscriminatory criteria for male and female full-time, centralized elite athletes to qualify for USOPC-funded Elite Athlete Health Insurance. This is currently based on the number of caps of the full-time elite athlete, and the USOPC currently allots 22 slots for female high performance athletes and 8 for the male high performance athletes.

United States Field Hockey Association is also committed to ensuring that all athletes have equivalent and nondiscriminatory medical care available at events when representing the United States. For high performance events, United States Field Hockey Association shall assign medical providers to ensure that athletes competing at equivalent levels receive equivalent opportunities for medical care.

Travel Arrangements

All full-time, centralized athletes traveling to high performance events are entitled to equivalent and nondiscriminatory travel arrangements. United States Field Hockey Association will cover travel arrangements for athletes in accordance with the below. These requirements shall apply to all elite athletes whose travel is funded by United States Field Hockey Association.

- Car Travel
 - Athletes within a 360-mile radius of the venue will be expected to drive and carpool at the discretion of the Team Manager
 - The cost of the car travel to, from and throughout will be covered by USFHA in accordance with the USAFH Mileage Reimbursement Rate
- Air Travel
 - Athletes outside of the 360-mile radius, that are usually based in Charlotte will be reimbursed for flights up to the Travel Cost Equivalent from Charlotte
 - Athletes outside of the 360-mile radius, that are not usually based in Charlotte will be reimbursed for flights up to the Travel Cost Equivalent from their Usual Location
- Lodging
 - Lodging will be secured by the Team Manager. A minimum of two athletes per room will be the standard accommodation.

Reimbursements

Full-time, centralized athletes will be reimbursed for the following expenses by United States Field Hockey Association:

- Travel day meals, luggage fees, transport (for ride share/taxis at events, when transportation is not provided by the NGB)
- Athlete will submit a Payment Request Form with all associated receipts to the Team Manager for submittal to the Finance department.

Advocacy for Equal Pay on the International Level

United States Field Hockey Association will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to elite Field Hockey athletes by the USOPC and the International Federation of Hockey. If it becomes aware of unequal support for athletes of different genders, United States Field Hockey Association may consider the following actions as reasonable steps:

- Formal letters to the event organizers
- Direct advocacy from the United States Field Hockey Association member of the event organizer's governing body

United States Field Hockey Association may consider the USOPC International Relations Task Force's recommendations for effective advocacy on the international stage in taking steps to advocate for equal pay in the international context.