



## **Equal Pay Policy**

### **Updated July 2025**

USA Triathlon (“USAT”) asserts that all USA Triathlon 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.

#### **Policy Language Related to Compensation, Wages, and Benefits**

For any athlete representing the United States, USAT has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to qualify for support payments regardless of gender.<sup>1</sup> See USA Triathlon’s current national team and race funding criteria on the [USA Triathlon Elite Development website](#). USAT reserves the right to consider merit, performance, seniority, location of athlete, and quality of play in determining compensation decisions.

USAT 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, further support USA Triathlon’s strategy to create a pipeline in an unrepresented area, or to enhance the elite level of the sport of triathlon. USAT 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, or if support of this athlete furthers USA Triathlon’s strategy to create a pipeline in an unrepresented area or meets a specific need to enhance the elite level of the sport of triathlon. However, USAT’s High Performance Management generally ensures that any funding is equally distributed between genders by maintaining constant control of monies paid to athletes and whether funds have been equally distributed between the genders on an ongoing basis.

In addition to compensation and wage payments, USAT may provide to its athletes representing the United States the following benefits: equipment, apparel, travel reimbursement, training camp attendance, partner discounts, mental health resources, nutrition resources, race entry fees, and coaching reimbursements.

While the above list is not comprehensive nor is there a guarantee of benefits to be provided, USAT ensures 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 USAT – outside parties may provide such benefits to athletes or teams at their discretion and USAT shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

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<sup>1</sup> In referring to “an equivalent disciplines,” this contemplates that equity requirements do not apply across athletes competing in different disciplines that may be governed by USAT or between Olympic and Paralympic sports governed by the USAT.

**Medical Care**

USAT has established equivalent and nondiscriminatory criteria for male and female athletes to qualify for USOPC-funded Elite Athlete Health Insurance. USAT is also committed to ensuring that all athletes have equivalent and nondiscriminatory medical care available at events when representing the United States.

**Travel Arrangements**

All athletes traveling to events on behalf of USAT are entitled to equivalent and nondiscriminatory travel arrangements if they are part of a USA Triathlon funded athlete program. Athletes will be reimbursed up to a specific amount for travel expenses including travel, accommodations, meals, equipment, transport, and entry fee, based on each athlete's result in the specific competition placement in the event. If the athletes are a part of a USAT Development Program, USA Triathlon limits reimbursement amounts and the total amount of reimbursement allowed varies by program. See the [USA Triathlon Team Qualification Criteria](#).

**Advocacy for Equal Pay on the International Level**

USAT will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to triathlon athletes by World Triathlon. If USAT becomes aware of unequal support for athletes of different genders, USAT may consider the following actions as reasonable steps:

- Formal letters to the event organizers
- Direct advocacy from USAT to the event organizer's governing body

USAT 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.