

# United States Luge Association (USLA)

## Equal Pay Report

### Executive Summary

Articles XXVI and XXXII of the USLA bylaws state participation without discrimination and an athlete's right to compete respectively. Here are these articles for reference:

#### ARTICLE XXVI COMPLIANCE WITH SECTION 220522(a)(8) OF THE SPORTS ACT

The USLA, in compliance with the requirements for its continued recognition by the USOPC as the NGB for luge in the United States, and as set forth in Section 220522(a)(8) of the Sports Act, shall:

- a) provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in amateur athletic competition sanctioned by USLA without discrimination on the basis of race, religion, sex or national origin; and
- b) provide fair notice and an opportunity for a hearing to any athlete, coach, trainer, manager, administrator, or other official *before* such individual may be declared ineligible to participate in any USLA- sanctioned event. Any hearing conducted hereunder shall be conducted in accordance with the hearing procedures set forth in Article XXIX of these By-laws.

#### ARTICLE XXVII ATHLETES' RIGHT TO PARTICIPATE

A. Neither the Association nor any member of this Association shall deny or threaten to deny any athlete the opportunity to participate in the Olympic Games, a World Championship competition or other such "protected competition" as that term is defined by the USOPC in Section 1.3 (v) of its By-laws; nor may the Association, or any member of the Association, subsequent to such competition, censure or otherwise penalize any athlete who participates in any such protected competition.

B. Any athlete who alleges that he or she has been denied, or has been threatened to be denied, a right established in Section "A" of this By-law, shall promptly inform the President of the USLA, and the USLA's athlete representative to USOPC's Athletes' Advisory Council, who together shall cause an investigation to be made and steps to be taken to settle the controversy without delay. The aggrieved athlete may also wish to contact the USOPC's Athlete Ombudsman, whose contact and other information is on the USOPC website. Notwithstanding any efforts taken to settle the controversy informally, the athlete may (a) file a grievance with the USLA pursuant to Article XXVIII.B (i) of these By-Laws; and/or (b) file a Complaint with the Chief Executive Officer of the USOPC and pursue such remedies as may be available pursuant to Section 9 of the USOPC By-laws, a copy of which is annexed hereto as Exhibit "A".

Medical care, travel arrangements, and reimbursements (if any), have their foundations in the section of the bylaws above and an athlete's selection to a team. This report is based on the 2023 calendar year.

### Advocacy

The USLA, through its representatives to the International Luge Federation (FIL), advocates for equality on numerous levels. USLA FIL representatives have advocated successfully for Women's Doubles to be added to the FIL competitive program. USLA FIL representatives have also advocated for equal pay at the international level. Doubles athletes, male or female, received less pay internationally per athlete than singles athletes do. When the USLA co-hosted with the FIL, the International Kick-off Start Competition in December of 2023, prize money was equalized between disciplines.