



Equal Pay Policy

July 10, 2024

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, USA Triathlon has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to qualify for support payments regardless of gender.¹ See USA Triathlon’s Elite National Team Program Criteria and USAT Triathlon’s Elite Paratriathlon National Team Program Criteria; USA Triathlon’s Elite Triathlon Athlete Incentive Plan; USA Triathlon’s Elite Paratriathlon Athlete Incentive Plan; USA Triathlon U19 and U23Team Qualification Criteria. USAT reserves the right to consider merit, performance, seniority, location of athlete, and quantity 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 a specific need 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, support of this athlete furthers USA Triathlon’s strategy to create a pipeline in an unrepresented area or 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 an equivalent level of competition receives the same benefits. This applies only to benefits provided by USA Triathlon – outside parties may provide such benefits to athletes or teams in their discretion and USA Triathlon shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

¹ 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 USA Triathlon 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 USA Triathlon are entitled to equivalent and nondiscriminatory travel arrangements if they are part of USA Triathlon's National or Paranaional team. USA Triathlon's Elite Triathlon Athlete Incentive Plan; USA Triathlon's Elite Paratriathlon Athlete Incentive Plan. 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 USAT's Development Programs, USA Triathlon limits reimbursement amounts and the total of amount of reimbursement allowed varies by program. See USA Triathlon U19 and U23Team 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, World Triathlon Cup and World Triathlon Continental. 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 the USAT of the event organizer's governing body

USA Triathlon 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.
