

USA Pentathlon Multisport (USAPM)

Equal Pay and Equal Athlete Support Policy

Purpose

USA Pentathlon Multisport (USAPM) is committed to providing equitable opportunities, compensation, benefits, and athlete support to all Team USA athletes without regard to gender. Consistent with the Equal Pay for Team USA Act, the Ted Stevens Olympic and Amateur Sports Act, and applicable USOPC requirements, USAPM will administer its High Performance programs in a fair, transparent, and non-discriminatory manner.

Whenever USAPM provides compensation, benefits, services, resources, or support to athletes competing at equivalent competitive levels, those opportunities will be provided equally to male and female athletes.

Equal Compensation and Benefits

USAPM is committed to ensuring that athletes representing the United States at equivalent levels of competition receive equal compensation and benefits when such compensation or benefits are provided by USAPM.

This includes, but is not limited to:

- Athlete stipends
- Training support
- Coaching services
- Performance bonuses
- Housing assistance
- Meal support
- Competition entry fees
- Training equipment
- Apparel
- Sports science services
- Medical support
- Recovery services
- Travel support
- Reimbursements
- Educational resources
- Professional development opportunities

Whenever any of these services or benefits are provided by USAPM, they shall be made available equally to male and female athletes competing at equivalent competitive levels.

Athlete Eligibility

Eligibility for athlete support shall be based upon objective, sport-related criteria including, but not limited to:

- National Team status
- Athlete performance
- Competitive results
- International rankings
- Selection procedures
- Residency Program participation
- Compliance with High Performance program requirements
- Athlete agreements

Eligibility criteria shall be applied consistently and equally regardless of gender.

Resident Athlete Program

When USAPM provides benefits through its Resident Athlete Program, equivalent opportunities shall be available to male and female athletes participating at comparable competitive levels.

Resident Athlete Program benefits may include:

- Housing
- Meals
- Daily coaching
- Training facilities
- Transportation
- Sports medicine
- Physical therapy
- Athletic training
- Sports psychology
- Nutrition services
- Performance testing
- Recovery services

Whenever these services are offered by USAPM, they will be provided equally to eligible male and female resident athletes.

Coaching and High Performance Services

USAPM is committed to providing equal access to High Performance resources.

When coaching, technical support, sports science, performance analysis, or athlete development services are provided, they will be made available equally to male and female athletes competing at equivalent competitive levels.

Examples include:

- National Team coaching
- Personal coach support
- Video analysis
- Performance analytics
- Obstacle training
- Fencing instruction
- Shooting analysis
- Swimming and running support
- Strength and conditioning
- Performance testing

These opportunities shall not differ based upon gender.

Medical Care

USAPM is committed to providing equal access to medical and performance support services.

When medical services are provided, eligible male and female athletes competing at equivalent competitive levels shall receive equal access to:

- Athletic trainers
- Physical therapy
- Sports medicine physicians
- Recovery services
- Nutrition services
- Sports psychology
- Emergency medical coverage
- Athlete health insurance opportunities when available through the USOPC or other providers

Should the number of available medical support opportunities be limited by an outside organization, USAPM will utilize objective, performance-based selection criteria applied equally across genders.

Travel

When USAPM funds travel for training camps, competitions, international events, or other official activities, travel benefits shall be provided equally to male and female athletes competing at equivalent competitive levels.

Travel support may include:

- Airfare
- Ground transportation
- Lodging
- Meals
- Baggage fees
- Visa expenses
- Travel insurance
- Local transportation

Whenever these services are provided by USAPM, they will be administered equally without regard to gender.

Reimbursements

Athletes receiving USAPM-funded support shall be eligible for reimbursement of approved expenses under the same reimbursement policies regardless of gender.

Eligible expenses may include:

- Travel expenses
- Meals
- Transportation
- Lodging
- Baggage fees
- Equipment shipping
- Other approved competition-related expenses

The same reimbursement procedures, documentation requirements, and payment timelines shall apply equally to all athletes.

Equipment and Apparel

Whenever USAPM provides equipment, uniforms, apparel, training gear, or other athlete resources, equivalent items of comparable quality and value shall be provided equally to male and female athletes competing at equivalent competitive levels.

Prize Money and Outside Funding

USAPM recognizes that prize money and athlete support provided by international federations, event organizers, sponsors, or other third parties may not always be within its control.

When prize money or benefits are distributed directly by outside organizations, USAPM cannot require those organizations to provide equal benefits.

However, USAPM will advocate for equitable treatment whenever practical and will continue to work with the USOPC, UIPM, World Pentathlon, PanAm Sports organizations, and event organizers to promote equal opportunities for male and female athletes.

International Advocacy

USAPM supports equal compensation and equal competitive opportunities throughout the international pentathlon community.

When appropriate, USAPM may advocate for:

- Equal prize money
- Equal competition opportunities
- Equal athlete services
- Equal funding opportunities
- Equal access to international development programs
- Equal representation within international sport governance

Such advocacy may include formal correspondence, participation in international committees, collaboration with the USOPC, and direct engagement with the UIPM and other international organizations.

Policy Review

USAPM will periodically review this policy and its High Performance programs to ensure continued compliance with applicable laws, USOPC requirements, and best practices in athlete support.

USAPM remains committed to providing equitable treatment and ensuring that whenever compensation, benefits, services, or athlete support are provided, they are provided equally to eligible male and female athletes competing at equivalent competitive levels.