



## USA Boxing Equal Pay Act Policy

**General Pronouncement on the Equivalent and Non-Discriminatory Consideration for Athletes:** All 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 from USA Boxing.

**Policy Language Related to Compensation, Wages, and Benefits:** For any athlete representing the United States, USA Boxing has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to qualify for support payments regardless of gender.

USA Boxing reserves the right to consider merit, performance, seniority, and quality of play in determining compensation decisions.

USA Boxing may also provide bonuses for winning medals at international competitions.

In addition to compensation and wage payments, USA Boxing may provide to its athletes representing the United States the following benefits: travel expenses, housing, meals, transportation, apparel, program services, and medical care. Please see the USA Boxing website at <https://www.usaboxing.org/high-performance/hp-team-athlete-benefits> for a current list, criteria, and more information of athlete benefits.

- **Medical Care** – USA Boxing has established equivalent and nondiscriminatory criteria for male and female athletes to qualify for USOPC-funded Elite Athlete Health Insurance. USA Boxing is also committed to ensuring that all athletes have equivalent and nondiscriminatory medical care available at events when representing the United States. For events, USA Boxing shall assign medical providers to ensure that athletes competing at equivalent levels receive equivalent opportunities for medical care.
- **Travel Arrangements** – All athletes traveling to USA Boxing events are entitled to equivalent and nondiscriminatory travel arrangements. USA Boxing will cover travel arrangements including air travel, accommodations, and ground transportation.
- **Reimbursements** – Athletes may also be reimbursed from USA Boxing for expenses not covered directly such as: meals/per diem, ride share/taxis to events with proper receipts and documentation.

While the above list is not comprehensive nor is it a guarantee of benefits to be provided, USA Boxing will ensure 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 USA Boxing – outside parties may provide such benefits to athletes or teams in their own discretion and USA

Boxing shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

USA Boxing may elect, with reporting to the USOPC and Congress, 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.

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

USA Boxing will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to boxers by the International Federation, match agents/promoters, and any other relevant event organizer. If it becomes aware of unequal support for athletes of different genders, USA Boxing may consider the following actions as reasonable steps:

- Formal letters to the event organizers
- Direct advocacy from the USA Boxing member of the event organizer's governing body

USA Boxing 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.

#### **USOPC Athlete Ombudsman & USOPC Integrity Portal**

Individuals who wish to report concerns about the Athlete Benefits as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USA Boxing, may submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online at [usopc.ethicspoint.com](http://usopc.ethicspoint.com) or by telephone to 877-404-9935.

Team USA athletes may contact the USOPC Athlete Ombudsman Office at [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org) independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. Or please see the Ombuds Policy at <https://bit.ly/OmbudsPolicy> for more information.