



Equal Pay Policy
Effective Date: **May 31, 2024**

Policy Overview

All athletes, regardless of gender, who represent the United States at an equivalent level of competition shall receive from USA Diving equivalent and non-discriminatory compensation, wages, benefits, medical care, travel arrangements, and payment or reimbursement for expenses (collectively “Benefits”).

This policy does not require USA Diving to provide any Benefits to athletes. But to the extent that USA Diving does provide any Benefits to athletes, those Benefits will be equivalent and non-discriminatory in accordance with this policy.

This policy only applies to Benefits provided by USA Diving. It does not apply to other parties or entities who provide Benefits to athletes or teams. USA Diving will not require an athlete or team or decline Benefits from a third party simply because similar Benefits are not offered to other athletes or teams.

Categories of Benefits

1. Compensation, Wages, and Benefits (Athlete Support Payments):

While USA Diving does not currently provide support payments to athletes representing the United States, to the extent that USA Diving does so in the future, USA Diving shall use equivalent and nondiscriminatory criteria for athletes of equivalent disciplines and levels of competition to determine which athletes qualify for such payments.

USA Diving may consider merit, performance, seniority, and quantity of play in making decisions about athlete support payments. USA Diving may also choose to provide more beneficial terms to athletes representing the United States to address disparities in outside income or disparities in the compensation provided by international sports federations in international competitions.

USA Diving may also choose to provide additional non-equivalent support payments to athletes, regardless of gender, if the organization believes the additional funding will enhance the development of a historically underdeveloped program.

USA Diving may also choose to provide additional support payments to a specific athlete and/or team if there is a documented and justifiable need on the part of the athlete or team. Nothing in this Policy requires USA Diving to provide support payments.

2. Medical Care:

All athletes, regardless of gender, who qualify for USOPC-funded athlete stipends, as of the evaluation dates determined by USA Diving, will be offered USOPC-funded Elite Athlete Health Insurance (“EAHI”). Gender is not a criteria for qualifying for EAHI.

USA Diving 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 Diving shall assign medical providers using the following criteria:

- Events with fewer than ten (10) athletes will have one (1) medical provider
- Events with more than ten (10) athletes will have two (2) medical providers
- Major competitions (e.g., World Championships, Olympic Games, etc.), as determined by USA Diving in its reasonable discretion, will have three (3) medical providers

4. Travel Arrangements

To the extent that USA Diving provides travel arrangements for an event, USA Diving will do so in an equivalent and non-discriminator manner, as described in this policy.

Air Travel

The travel agency utilized by USA Diving will purchase economy class airline tickets based on the best price, route, and availability. The tickets may be on any airline.

- *Changes/Cancellations* - If an athlete needs to cancel a booked air travel ticket that the athlete originally approved, the athlete will be required to pay the difference between the original airfare and the new airfare. USA Diving may pay for the change only in emergency situations. The athlete may also be required to pay charges for unused hotel space if the athlete cancels after previous approval.
- *Deadlines* - USA Diving may provide a deadline after which no travel changes may occur.

If an athlete absolutely must make a change to a travel plan after the deadline, the athlete will be responsible for all change fees, cancellation charges, or similar charges and costs associated with the change.

- *Form of Payment* - Prior to USA Diving booking travel arrangements for an athlete, the athlete must provide USA Diving with a form of payment (e.g., credit card) in case a fee needs to be charged.
- *Baggage Fees* - Athletes are responsible for paying their own baggage fees.
- *Airport Transportation/Parking* - Athletes are responsible for transportation to and from their departure airport, airport parking, and any other related travel costs.

Accommodations

For an event where USA Diving provides lodging accommodations, USA Diving will provide accommodations at the team hotel or village in coordination with the Local Organizing Committee (the "LOC"), where applicable. If there are not enough beds available to accommodate the entire team at the team hotel or village, USA Diving will use reasonable efforts to provide comparable accommodations for the remaining athletes. USA Diving cannot guarantee any particular accommodations.

At camps and clinics, athletes may be funded (fully or partially) or non-funded. USA Diving will use reasonable efforts to make affordable, comparable accommodations available to all athletes who are invited to the camp or clinic. Athletes may be required to pay some or all of the cost of the accommodations.

Ground Transportation

For ground transportation affiliated with international competitions, athletes will utilize the transportation provided by the LOC. For ground transportation related to camps or clinics, USA Diving will provide transportation based on the needs of the camp or clinic.

5. Reimbursement of Expenses

To the extent that USA Diving pays or reimburses athletes for expenses, it will do so in an equivalent and non-discriminatory manner in accordance with this policy.

USA Diving may reimburse the athletes who participate international competitions and camps or clinics for certain expenses, such as transportation or meals. The USA Diving High Performance Staff (the "High Performance Staff") will instruct athletes on what expenses are reimbursable, if any.

To be eligible for reimbursement, athletes must provide all information and documentation required by USA Diving and must comply with all USA Diving expense reimbursement

policies. Commonly required information and documentation includes an itemized receipt with the date, name of the business, a description of services rendered or items purchased, a tip amount (up to 20%), and the total. All items must be submitted to the High Performance Staff within thirty (30) days of the transaction.

Advocacy for Equal Pay on the International Level

USA Diving will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to diving athletes by World Aquatics and other relevant event organizers. If USA Diving becomes aware of unequal support for athletes of different genders, USA Diving will consider taking action when appropriate, which may include the following:

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

USA Diving 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.