

USA BASKETBALL

GENDER EQUITY POLICY

Purpose

The purpose of this policy is to outline principles to ensure USA Basketball maintains a gender equity-based approach to all its organizational operational activities, including its men's and women's national team programs.

Principles

- Gender equity is the process of being fair to women and men
- USA Basketball is committed to providing equal opportunities for both women and men involved with the organization regardless of their gender
- USA Basketball is committed to working with its constituent members and stakeholders in the sport to promote gender equity
- For athletes participating on national teams, USA Basketball aims to promote equal circumstances to both genders in terms of training and preparation opportunities, travel, housing, meals, athlete stipends and other resources provided by the organization. Criteria used for providing athlete stipends are listed in Exhibit A attached.
- USA Basketball is committed to demonstrating equitable support and encouragement for participation by women by establishing performance criteria for athletes to qualify for USA Basketball-provided basic services, additional services, and commitments USA Basketball is providing to the athlete, such as financial support and financial stipends.
- For staff, USA Basketball promotes a family friendly workplace for women and men through the following:
 - Parental leave options to both women and men
 - Flexible and/or remote working arrangements to staff
 - Breastfeeding facilities within headquarters
 - Seeking opportunities to encourage gender diversity in positions historically filled by gender stereotypes
 - Regular review of policy, procedures, and strategies to ensure gender equity principles are maintained

Responsibility

The Board of Directors and Chief Executive Officer, as well as the Executive Leadership Team, are primarily responsible for meeting the standards outlined in this policy.

EXHIBIT A

Athletes are eligible for certain stipends provided by USA Basketball regardless of gender. Such stipends include the following, noting this information is also provided in the 2022 USA Basketball High Performance Plan submitted to the USOPC in September 2021:

National Teams

- Women's National Team
 - USA Basketball provides payments to WNT athletes for training camps related to preparing for the FIBA World Cup, Olympic Games and/or qualification events leading to either event. Such payment is \$150/day for each day they attend training camp. In 2019-2020, USA Basketball provided more robust payments of \$2,000/day to eight of its Olympic hopefuls to train (approximately 35 days) in the United States instead of playing internationally. These athletes could also earn additional bonus payments (up to \$30,000 per athlete).
- Men's FIBA World Cup Qualifying (WCQ) & AmeriCup Qualifying (ACQ)
 - Most or all of the players on the MNT are NBA players or play in other leagues, which makes an extended training period outside of training camps impossible.
 - USA Basketball provides payments to athletes for training camp and competition related to competing in FIBA's World Cup and/or AmeriCup Qualifying events. Such payments are \$150/day for each day of training camp and competition plus a bonus payment of \$250 for first win and \$500 for each additional win. These national teams are usually together 10 days.

Junior National Teams

- USA Basketball provides payments to JNT athletes (men & women) for participation in training camps and competitions for U18 & U19 national team events. Each athlete (provided they are eligible under their state high school athletic association, if applicable) receives \$300 per week (formerly referred to as a Broken Time Payment by the NCAA). These national teams are usually together for 3-5 weeks per summer.

3x3 Basketball

- For the first time in 2021, the USOPC provided Direct Athlete Support to USAB's 3x3 athletes (both men and women) for training for the Olympic Games, including the FIBA 3x3 Olympic Qualification Tournament. Such amounts provided were:
 - Each OQT Team athlete received a training stipend of up to \$4,000 for each month (5 months - Jan through May) of full training participation.
 - Athlete stipends were prorated based on availability to take part in segments. If an athlete missed an on-court training segment in each month, the athlete received up to \$2,000 for "remote" training that month.
 - Training Partners – When USA Basketball invited an athlete from its athlete pool to participate as a training partner during an "on-court" training window, that athlete from the pool received \$150/day for participation.

- Criteria for receipt of the Direct Athlete Support (also listed in the USAB-USOPC PPA) mutually agreed upon between USAB and the USOPC included:
 - Stipends will be paid to the four (4) men and four (4) women named to the FIBA 3x3 Olympic Qualifying Tournament (OQT), and if needed to athletes brought in as training partners for the OQT Teams as outlined below. Due to COVID-19 measures and player availability challenges, training will be segmented into remote training and on-court windows.
 - Olympic Qualification Team
 - Each OQT Team athlete will receive a training stipend of \$4,000 for each month of full training participation.
 - Athlete stipends will be prorated based on availability to take part in segments. If an athlete misses an on-court training segment in each month, the athlete will only receive \$2,000 for the remote portion of training that month.
 - Training Partners - Should USA Basketball need to invite a non-OQT team member to an on-court window, USA Basketball will do so from its 3x3 athlete pool and that athlete will receive \$150/day for participation.
 - The men's team will train from January through May and the women's team training windows are to be determined but will be announced to the OQT women's team athletes 30 days in advance.
 - After the OQT, any unused funds will be distributed equally among the eight (8) 3x3 athletes named to the final Olympic Team rosters should the U.S. qualify, to be used for similar training expenses. This will be a one-time payment paid in June.

- In 2022, USA Basketball looks to expand its commitment to athletes competing in 3x3 events on behalf of the organization, noting this plan is outlined in the 2022 USA Basketball High Performance Plan.
 - Pro Circuit (World Tour and Women's Series). Our plan is to assemble a pool of 12 players per gender to train and compete in these circuit events under the USAB umbrella. Each athlete would receive the following:
 - A daily stipend of \$150/day for each day training, traveling or competing
 - Matching 50% of men's team prize money earned for the players on a given event's main roster and matching 100% of women's team prize money earned for players on a given event's main roster