ATHLETE PREGNANCY SUPPORT & RESOURCES

PURPOSE:
Champion and support female athletes by ensuring they receive continued Elite Athlete Health Insurance (EAHI) and/or Athlete Stipend benefits throughout pregnancy and for a one-year period after the end of pregnancy.

PREGNANCY SUPPORT OVERVIEW:
In the USOPC’s effort to continue to support female athletes throughout pregnancy, if a female athlete who is eligible for the USOPC Elite Athlete Health Insurance (EAHI) and/or Athlete Stipends, becomes pregnant, the athlete will continue to receive the same level of resources they were receiving at the time of notification of pregnancy to the USOPC throughout her pregnancy and for the one-year period after the end of pregnancy provided that the athlete agrees that it is her intent to return to competition at an elite level and complies with the Pregnancy Support Terms and Conditions. The athlete does not have any obligation to adhere to training or competition throughout her pregnancy or the one-year period following the birth of child or end of pregnancy. Upon the conclusion of the one-year period, the athlete will then have to re-qualify for USOPC EAHI and/or Athlete Stipend benefits.

APPROVAL OF PREGNANCY SUPPORT:
If an athlete is receiving USOPC EAHI and/or Athlete Stipend benefits and becomes pregnant, she should reach out to the USOPC benefits administrator by emailing eahi@usopc.org for more information and next steps on how to proceed in extending the resources available to them. The athlete will need to provide the required information and agree to terms and conditions contained within the Retention of Benefits Terms and Conditions form.

Important conditions to note:

- The athlete must have qualified for USOPC Elite Athlete Health Insurance (EAHI) and/or Athlete Stipend support at the time of notification of pregnancy to the USOPC and agree that it is their intent to return to competition at an elite level.
- The athlete must comply with and provide the required information contained within the Retention of Benefits Terms and Conditions form within thirty (30) days of receiving the information from the USOPC.
- The athlete must give permission to the USOPC to notify the athlete’s respective NGB of pregnancy status solely for the purpose of administering the benefits. The respective National Governing Body (NGB)/ High Performance Management Organization (HPMO) is required to keep this status confidential and cannot discriminate or retaliate against the athlete for being pregnant.
- The athlete must notify the USOPC within seven (7) days after giving birth or end of pregnancy at eahi@usopc.org to continue receiving the qualified pregnancy benefits.

DISCONTINUATION OF PREGNANCY SUPPORT:
An athlete will stop receiving USOPC EAHI and/or Athlete Stipend pregnancy benefits when -
  a) the athlete requalifies for the same level of support by meeting the current eligibility criteria or
  b) the end of the pregnancy extension is reached.
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FREQUENTLY ASKED QUESTIONS:

1. **Must pregnancy be disclosed? To whom?**
   In order to trigger the extension of support, the athlete must disclose their pregnancy status to the USOPC health benefits administrator (email to eahi@usopc.org), who will communicate status to NGB/HPMO and USOPC staff, as appropriate.

2. **What time period does continue pregnancy support cover?**
   To offer the mother time to recover and return to elite level, the pregnancy benefit offers continued support for USOPC EAHI and Athlete Stipend payments throughout pregnancy and for one year following childbirth or end of pregnancy. Following the end of the extended one-year period, the athlete will have the ability to elect the option to pay for continuance plan (COBRA) consistent with all other terminations of EAHI eligibility.

3. **What is the amount of athlete stipend that will be received?**
   Pregnant athletes will continue to receive the amount of USOPC Athlete Stipends they qualified for per the Athlete Stipend eligibility criteria in effect at the time of notification to the USOPC. If an athlete re-qualifies for an Athlete Stipend at any point during pregnancy or the year after the end of pregnancy, the USOPC will honor the higher amount qualified for.

4. **How will miscarriage or loss of child during pregnancy be handled?**
   The intention is to offer one year of continued coverage to support the athlete’s health and ability to recover. In the case of a complication resulting in loss of pregnancy the athlete is eligible for continued coverage for one year after end of pregnancy.

5. **How is an athlete removed from receiving pregnancy benefits?**
   The athlete may remove themselves from receiving pregnancy benefits at any time by providing the USOPC health benefits administrator with a written request (email to eahi@usopc.org). Or when the athlete no longer meets the criteria to receive pregnancy benefits, a written notification will be mailed to the athlete’s last known address on file at least 30-days prior to the date of termination. The athlete may elect a temporary extension of healthcare coverage (COBRA) for a period of up to 12 months at their own cost.