

117TH CONGRESS  
1ST SESSION

# H. R. 4163

To amend the Ted Stevens Olympic and Amateur Sports Act to provide pay equity for amateur athletes and other personnel.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 24, 2021

Ms. SPEIER (for herself, Ms. LOIS FRANKEL of Florida, Mrs. LAWRENCE, Ms. ESCOBAR, Ms. GARCIA of Texas, Ms. VELÁZQUEZ, Ms. TITUS, Ms. MCCOLLUM, Mr. MCGOVERN, Ms. LEE of California, Mr. KEATING, Ms. BASS, Ms. PRESSLEY, Ms. PINGREE, Ms. MOORE of Wisconsin, Ms. MATSUI, Mr. GOMEZ, Mr. DANNY K. DAVIS of Illinois, Mr. COHEN, Ms. SCANLON, Ms. ROSS, Ms. NORTON, Ms. DELAURO, Ms. CASTOR of Florida, Ms. JAYAPAL, Mr. LAWSON of Florida, and Mrs. WATSON COLEMAN) introduced the following bill; which was referred to the Committee on the Judiciary

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## A BILL

To amend the Ted Stevens Olympic and Amateur Sports Act to provide pay equity for amateur athletes and other personnel.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

### 3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Even Playing Field  
5 Act”.

1 **SEC. 2. PAY EQUITY FOR AMATEUR ATHLETES AND OTHER**  
2 **PERSONNEL.**

3 (a) PURPOSES OF THE U.S. OLYMPIC AND  
4 PARALYMPIC COMMITTEE.—Section 220503(12) of the  
5 title 36, United States Code, is amended by inserting “in-  
6 cluding investment, promotional support, working condi-  
7 tions including staff support and facilities and equipment  
8 for training and competition, and wages, stipends and  
9 other compensation, equal to that afforded to amateur  
10 athletic activities for men” before the semicolon.

11 (b) ELIGIBILITY REQUIREMENTS FOR AMATEUR  
12 SPORTS ORGANIZATIONS AS NATIONAL GOVERNING BOD-  
13 IES.—Section 220522(a)(8) of the title 36, United States  
14 Code, is amended—

15 (1) by striking “an equal opportunity” and in-  
16 serting “and demonstrates equal opportunity, includ-  
17 ing in investment, promotional support, working con-  
18 ditions including staff support and facilities and  
19 equipment for training and competition, and wages,  
20 stipends and other compensation,”; and

21 (2) by inserting “and other activities” after  
22 “athletic competition”.

23 (c) GENERAL DUTIES OF NATIONAL GOVERNING  
24 BODIES.—Section 220524(6) of the title 36, United  
25 States Code, is amended by inserting “, including in in-  
26 vestment, promotional support, working conditions includ-

1 ing staff support and facilities and equipment for training  
 2 and competition, and wages, stipends and other compensa-  
 3 tion” before the semicolon.

4 (d) REPORTS ON PAY EQUITY.—

5 (1) IN GENERAL.—Subchapter II of chapter  
 6 2205 of such title is amended by adding at the end  
 7 the following:

8 **“§ 220530A. Reports on pay equity**

9 “(a) IN GENERAL.—Each national governing body  
 10 shall submit to Congress a report on the compensation of  
 11 amateur athletes, coaches, trainers, managers, administra-  
 12 tors, and officials in the sport governed by the national  
 13 governing body for—

14 “(1) each of the two consecutive calendar years  
 15 ending immediately before the date of the enactment  
 16 of this section; and

17 “(2) each calendar year beginning after the  
 18 date of the enactment of this section.

19 “(b) MATTERS TO BE INCLUDED.—Each report re-  
 20 quired by subsection (a) shall include, with respect to the  
 21 applicable sport, for the calendar year covered by the re-  
 22 port—

23 “(1) the median compensation for amateur ath-  
 24 letes, coaches, trainers, managers, administrators,

1 and officials disaggregated by race, gender, and em-  
2 ployment category; and

3 “(2) the minimum and maximum compensation  
4 paid to amateur athletes, coaches, trainers, man-  
5 agers, administrators, and officials, disaggregated by  
6 race, gender, and employment category.”.

7 (2) CONFORMING AMENDMENT.—The table of  
8 sections for chapter 2205 of title 36, United States  
9 Code, is amended by adding at the end the fol-  
10 lowing:

“Sec. 220530A. Reports on pay equity.”.

11 (e) RETROACTIVE EFFECTIVE DATE.—The amend-  
12 ment made by subsection (a) shall take effect on the date  
13 that is 2 years before the date of the enactment of this  
14 Act.

15 (f) SEVERABILITY.—If any provision of this Act, an  
16 amendment made by this Act, or the application of such  
17 provision or amendment to any person or circumstance is  
18 held to be unconstitutional, the remainder of this Act and  
19 the amendments made by this Act, and the application of  
20 the provision or amendment to any other person or cir-  
21 cumstance, shall not be affected.

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