

Congress of the United States
Washington, DC 20515

May 17, 2019

Mr. Mark Parker
Chairman, President, and CEO
Nike World Headquarters
One Bowerman Drive
Beaverton, OR 97005

Mr. Parker:

As Co-Chairs of the Congressional Caucus on Maternity Care, we are writing to inquire about Nike's pay fairness policies and company contracts with female athletes who are pregnant, breastfeeding, or in the postpartum period. We respectfully request your attention and timely response to this inquiry.

We are deeply concerned by recent reports that Nike has reduced sponsorship payments, or ceased payment entirely, for female athletes during their pregnancy and postpartum recovery. It has also been reported that Nike has required sponsored athletes to engage in unpaid work activities and appearances during their pregnancy.

We request your timely response to the following questions:

1. In a statement, Nike acknowledged that some sponsored athletes have had their sponsorship payments reduced because of pregnancies. On how many occasions has Nike reduced sponsorship payments for female athletes who are pregnant, breastfeeding, or in the postpartum period?
2. On how many occasions has Nike paused or ceased sponsorship payments to female athletes who are pregnant, breastfeeding, or in the postpartum period?
3. What protections and/or accommodations does Nike include in its current contract policies for female athletes who are pregnant, breastfeeding, or in the postpartum period? Please provide the policy language.
4. In contracts with female athletes, does Nike include any guarantee of a salary during pregnancy and the postpartum period? If yes, please provide the language of that provision.
5. Has Nike ever required sponsored athletes to engage in unpaid work activities or appearances on behalf of Nike during their pregnancy, breastfeeding, or postpartum period in order for the athletes to retain sponsorship payments or avoid a breach of contract? If yes, on how many occasions has this occurred?

6. Has Nike ever required male athletes to engage in unpaid work activities or appearances on behalf of Nike as a result of the athlete becoming a father?
7. Has Nike ever paused or ceased sponsorship payments to male athletes when they became fathers?

Given Nike's public support of equal treatment and fairness for all people (e.g., its sponsorship of Justin Gallegos, the runner with Cerebral Palsy, the "Dream With Us" February 2019 commercial, "Dream Crazier" May 2019 commercial, "Just Do It" ad featuring Colin Kaepernick September 2018), the reported instances of pay inequality and workplace discrimination against mothers do not seem to fit with its mission.

We request that you respond to this inquiry in an honest and transparent manner, and we strongly urge you to hold Nike accountable to its own self-proclaimed principles of integrity and fair treatment of female athletes at *every* stage of their careers – from the time they are young girls to the time they choose to simultaneously bear the title of athlete and mother.

Sincerely,


Jaime Herrera Beutler
Member of Congress


Lucille Róybal-Allard
Member of Congress