



**2U, Inc.**  
Locations: Maryland (HQ)  
Industries: Educational Resources

**RISK LEVEL:**



**Medium Risk**

**DESCRIPTION:**

2U, Inc. integrates ESG into all of its business practices but has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. 2U supports the Equality Act and uses its reputation to promote gender ideology. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. However, it protects its employees from viewpoint discrimination and does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, 2U receives a Medium Risk rating.

**Corporate Weaponization**

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Medium Risk**

2U has not publicly terminated business relationships due to religious beliefs or political views. 2U integrates ESG into all of its business practices, its "commitment to social responsibility is central to everything we do" (1).

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **Lower Risk**

2U does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focuses on education and equity (1).

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **Lower Risk**

2U likely protects its employees against viewpoint discrimination. Its nondiscrimination policy includes creed alongside religion, implying viewpoint protections (1).

**Corporate Governance and Public Policy**

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** **High Risk**

[1](#)/[2](#)/[3](#). The company supports DEI within its business practices and hosts allyship training for its employees [4](#).

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk**

[1](#)/[2](#)/[3](#).

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**Uses corporate political contributions for ideological, non-business purposes.**

**N/A**

2U does not operate a PAC at this time and has not reported on its lobbying [1](#)/[2](#)/[3](#).

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