



Avison Young

Locations: Canada (HQ)

Industries: Real Estate

RISK LEVEL:



Medium Risk

DESCRIPTION:

Avison Young, a global commercial real estate company, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company integrates ESG into all of its business practices. It received the GlobeSt. Real Estate Forum's Diversity Champion award and its CEO received the Diversity Champion Award. Avison Young provides D&I training for all its employees and regularly supports LGBTQ Pride. The company committed to CREW Network's CRE pledge for action which focuses on advancement of DEI. However, it does not discriminate against religious organizations in its charitable giving and has not used its corporate funds for ideological purposes. For these reasons, Avison Young 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**

Avison Young integrates ESG into all of its business practices. From its ESG Report: "All employees are responsible for incorporating our ESG commitments and policy directives into their day to day business activities. While there are key decisions makers, ESG integration is a core job requirement for each of our staff members and we offer training to help support them in this regard"⁽¹⁾. However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs ⁽²⁾⁽³⁾.

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

Avison Young does not discriminate against religious organizations in its charitable giving. However, it will only give to religious organizations that provide non-sectarian services¹⁾.

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

Avison Young does not provide viewpoint protections for its employees ⁽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](#)). The company trained executive leadership on inclusive leadership and provided D&I training for all its employees [3](#)). Avison Young regularly supports LGBTQ Pride and is committed to CREW Network's CRE pledge for action which focuses on the advancement of DEI [4](#)/[5](#)/[6](#)/[7](#)/[8](#)).

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

Avison Young has not used corporate funds to advance ideological causes, organizations, or policies [1](#)/[2](#)).

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

Avison Young does not operate a PAC or engage in lobbying at this time [1](#)/[2](#)).

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