



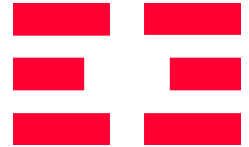
## HCA Healthcare

Subsidiaries: HCA Holdings

Locations: Tennessee (HQ)

Industries: Health Care Equipment and Services

### RISK LEVEL:



High Risk

#### DESCRIPTION:

By complying with the HRC's controversial demands, HCA Healthcare increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. HCA Healthcare forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company has donated to Planned Parenthood and Black Lives Matter (BLM). HCA discriminates against some religious organizations in its charitable giving. For these reasons, HCA Healthcare receives a High 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**

*HCA Healthcare received a score of 85 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).*

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

*HCA Healthcare's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). HCA Healthcare will "not ordinarily support" churches unless they are consistent with its mission (3).*

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

*HCA Healthcare does not provide viewpoint protections for its employees(1). HCA Healthcare's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).*

## Corporate Governance and Public Policy

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

*HCA Healthcare's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders.*

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

*HCA Healthcare has donated to Planned Parenthood via its charitable foundation (1). HCA Healthcare's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. HCA matches employee gifts to the BLM organization (4).*

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

**High Risk**

*HCA Healthcare's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. HCA has not used its PAC donations for ideological purposes (3)(4).*

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