

**DESCRIPTION:**

Change Healthcare, vets vendors according for LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Change Healthcare covers the cost of "medically necessary transition-related care" for its employees and their children. For these reasons, Change Healthcare 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

Change Healthcare received a score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). However, Change Healthcare has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. N/A

Change Healthcare does not publish charitable giving guidelines (1).

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

Change Healthcare 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. Medium Risk

Change Healthcare supports LGBTQ Pride within its business practices (1)(2). The company claims that diversity increases employee engagement (3).

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

Change Healthcare has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). Otherwise, there are no publicly known cases of Change Healthcare using its corporate funds to advance ideological causes, organizations, or policies.

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

Change Healthcare does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2).

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