

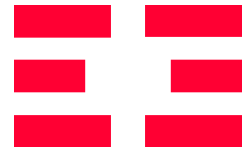


Ballard Spahr

Locations: Pennsylvania (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with the HRC's controversial demands, Ballard Spahr 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. Ballard Spahr uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. Ballard Spahr is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, Ballard Spahr 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

Ballard Spahr received on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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). However, the company 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. High Risk

Ballard Spahr does not appear to discriminate against charitable organizations based on views or beliefs (1). The company (2)(3).

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

Ballard Spahr does not provide viewpoint protections for its employees (1). The company's HRC 2023 CEI rating indicates 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)(34)(5). The company prioritizes diversity in its hiring and leadership composition (6)

Corporate Governance and Public Policy

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

Ballard Spahr received the Mansfield Certification in 2022-2023, "for its efforts to diversify firm leadership" (1). The firm helps other companies incorporate ESG and DEI practices (2). The company'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 (3)(4). 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

Ballard Spahr'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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Ballard Spahr does not report on its PAC donations at this time and has not lobbied for ideological purposes (1)(2). The company's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (3)(4). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers(5)(6).

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