



# Publix Super Markets

Locations: Florida (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Publix Super Markets is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Publix does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

## Corporate Weaponization

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

*In 2021, Publix settled a lawsuit for requiring an employee to change his dreadlocks hairstyle to meet their grooming requirements [\(1\)](#). The suit was filed by the EEOC in 2017 for violating the employee's right to a religious exemption or accommodation for Rastafarianism. As part of the suit, Publix must administer training on its nondiscrimination and religious accommodation policy to all human resource employees, managers, and supervisors at the Nashville store where the incident occurred. Publix has relaxed its grooming standards since 2017 when the lawsuit was first filed [\(2\)](#). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs [\(3\)](#).*

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

*Publix does not appear to discriminate against charitable organizations based on views or beliefs [\(1\)](#)[\(2\)](#).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** Medium Risk

*Publix does not provide viewpoint protections for its employees [\(1\)](#).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**Lower Risk**

*Publix has not supported ideological causes or policies (1).*

---

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

**Medium Risk**

*Publix has pledged \$1 million to the Black Lives Matter movement and related causes, including the National Urban League (1)(2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).*

---

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes.**

**Lower Risk**

*Publix has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).*

---

*The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023