



# Leidos

Locations: Virginia (HQ)

Industries: Commercial and Professional Services

## RISK LEVEL:



High Risk

### DESCRIPTION:

Leidos scored a 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Leidos increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Leidos 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. However, Leidos has not publicly terminated business relationships based on views or beliefs. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Leidos does not provide viewpoint protections for its employees. Leidos supports and funds LGBT causes and organizations. It conducts unconscious bias training and is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. For these reasons, Leidos 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**

*Leidos received a score of 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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). However, Leidos 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**

*Leidos' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Leidos will donate to religious organizations if donations support "programs which are broadly promoted and available to anyone, regardless of religious orientation" (3). Leidos does not discriminate against religious schools in its higher education gift-matching program (4).*

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

*Leidos does not provide viewpoint protections for its employees (1). Leidos' 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 (2)(3). Leidos CEO, Roger Krone, signed the CEO Action for Diversity & Inclusion pledge (4)(5).

## Corporate Governance and Public Policy

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

Leidos CEO, Roger Krone, signed the CEO Action for Diversity & Inclusion pledge (1)(2). Leidos supports various Pride Month events across the country and encourages its employees to participate in said events (3). CEO Roger A. Krone is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4)(5). Leidos also advocates for LGBT causes on its social media accounts (6). Leidos' 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 (7)(8). 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**

Leidos provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Leidos' 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Leidos has also donated \$250,000 to the Black Lives Matter movement and related causes (6). The company is a corporate partner of the National LGBT Chamber of Commerce (7).

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

Leidos' 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 (3)(4).

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