



## Asana

Locations: California (HQ)

Industries: CRM & Project Management, Software and Services

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Asana, an American software company, does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. Asana excludes certain religious organizations from its discount program. The company signed an open letter in support of the Equality Act, a controversial bill and publicly opposes all restrictions on abortions. Asana opposed a Florida bill that would prevent teaching gender identity and sexual orientation in schools to kids in K-3rd grade. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. However, Asana has not used its corporate funds for ideological purposes. For these reasons, Asana receives a Medium Risk rating.

### 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

*Asana has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Asana does not publish charitable giving guidelines. It does offer nonprofits discounted rates and vets their charitable tax-exempt status through TechSoup. However, "religious organizations that exist to solely propagate a belief in a specific faith or do not provide services to people outside of a specific faith" are ineligible for the discount (1).*

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

*Asana conducts Diversity, Inclusion, and Belonging training for its new employees (1). The company releases resources on how to combat unconscious bias (2). Asana does not provide viewpoint protections for its employees (3).*

### Corporate Governance and Public Policy

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

Asana signed an open letter in support of the Equality Act, a controversial bill (2). Asana opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (3). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (4). Asana opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (5). The company is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (6).

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

Asana has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

Asana does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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