



Arrow Electronics

Locations: Colorado (HQ)
Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRC’s controversial demands, Arrow Electronics 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. The company forces employees to undergo multiple ideological trainings. However, it has not publicly terminated business relationships based on views or beliefs. The company does not provide viewpoint protections for its employees. Arrow Electronics has not used its corporate reputation or political contributions to advance ideological causes. For these reasons, Arrow Electronics 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**

Arrow Electronics received a score of 85 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).

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

Arrow Electronics does not publish charitable giving guidelines (1). The company’s HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (2)(3).

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

Arrow Electronics does not provide viewpoint protections for its employees (1). The company’s 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 and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).

Corporate Governance and Public Policy

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

Arrow Electronics 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

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 (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. Lower Risk

Arrow Electronics has not used its political contributions for ideological purposes (1)(2).

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