

NETFLIX

Netflix

Locations: California (HQ)

Industries: Media and Entertainment

RISK LEVEL:**Medium Risk**

DESCRIPTION:

Netflix has boycotted entire states because of political policies but has recently stood up to activist pressure to cancel a show from a famous off-color comedian, Dave Chappelle. Shortly thereafter, Netflix updated its corporate guidelines to allow for more free speech on its platform, signaling to future employees that the company will not cave to cancel culture pressure. The company uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Netflix 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. The company claims to be "the only major entertainment company to have commissioned and published independent research into diversity in [its] content". Netflix supports the Equality Act and denounced state efforts to reform its election processes. The company showcases a variety of content on its platform, including its own shows, that promote LGBTQ ideology and also added a "Black Lives Matter" collection to its platform. Netflix's former CEO, Reed Hastings, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. The company has donated to Planned Parenthood. Netflix also offers comprehensive "non-binary-inclusive care" and "adoption, surrogacy and parental leave for same-sex couples". The company claims to be "the only major entertainment company to have commissioned and published independent research into diversity in [its] content". Netflix pledged \$205 million to BLM and related causes and is a corporate partner of the National LGBT Chamber of Commerce. However, the company does not appear to discriminate against charitable organizations based on views or beliefs. Netflix has not lobbied for ideological purposes. For these reasons, Netflix 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. Medium Risk

HRC 2023-2024 CEI rating indicates 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). Netflix decided not to film their show Outer Banks in North Carolina due to the state's "bathroom bill" (3). In 2019, Netflix said it would "rethink" its decision to continue production in Georgia if the state's new abortion law went into effect (4). In 2022, the company received lots of press for standing behind the free-speech, artistic expression of a comedian, Dave Chappelle, on its platform (5). Netflix added an "artistic expression" section favoring free speech to its corporate culture guidelines, telling employees who are uncomfortable with allowing content they can leave (6). As a result of hosting Dave Chappelle's show, the Human Rights Campaign dropped Netflix from its 2022 Corporate Equality Index (7)(8).

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

Netflix(1)(2). The company does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).

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

Netflix does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

Netflix claims to be “the only major entertainment company to have commissioned and published independent research into diversity in [its] content” (1). The company signed an open letter in support of the Equality Act, a controversial bill and denounced state efforts to reform its election processes (2)(3). *Netflix* showcases a variety of content on its platform, including its own shows, that promote LGBTQ ideology and also added a “Black Lives Matter” collection to its platform (4)(5)(6)(7)(8). *Netflix* scored a 65 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (9)(10).

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

Netflix 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)(4). The company 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. *Netflix* has donated to Planned Parenthood (7)(8)(9). The company also offers comprehensive “non-binary-inclusive care” and “adoption, surrogacy and parental leave for same-sex couples”. *Netflix* also claims to be “the only major entertainment company to have commissioned and published independent research into diversity in [its] content” (10). The company pledged \$205 million to BLM and related causes and is a corporate partner of the National LGBT Chamber of Commerce (11)(12)(13)(14).

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

Netflix does not operate a PAC at this time but has not lobbied 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