



Molina Healthcare

Locations: California (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Molina Healthcare, a managed care company, 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 marketing. Molina Healthcare uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. However, the company has not publicly terminated business relationships based on views or beliefs. Molina Healthcare has donated to the Equality PAC. The company does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Molina Healthcare 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**

Molina Healthcare has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Business Code of Conduct and Ethics requires vendors to include sexual orientation and gender identity in its nondiscrimination policy(1)(2). However, it has not publicly terminated business relationships due to religious beliefs or political views.

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

Molina does not discriminate against religious organizations in its charitable giving. Molina Healthcare's foundation focuses on improving "the health and well-being of disadvantaged populations" (1)(2).

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

Molina Healthcare's HRC 2023 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Molina Healthcare protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Molina Healthcare's 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 (1)(2). 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

Molina Healthcare's 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 (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(3).

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

Molina Healthcare's 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. Molina Healthcare has donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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