



Pacific Gas & Electric (PG&E)

Locations: California (HQ)

Industries: Energy

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's™ controversial demands, Pacific Gas & Energy (PG&E) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children . PG&E uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Pacific Gas & Energy (PG&E), vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company supports the Equality Act and is a Ceres Network Member, committed to carbon neutrality by 2040. PG&E was the first corporate sponsor in the San Francisco Pride Parade and the first major company to oppose a bill in California banning same-sex marriage. The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) and contributed \$250,000 to the San Francisco-based National Center for Lesbian Rights. PG&E discriminates against some religious organizations in its charitable giving and has donated to the Equality PAC. The company opposed various state and local legislation intended to protect parental rights, girls's™ sports, bathroom facilities, and gendered spaces. For these reasons, PG&E 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

PG&E received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group [1](#)[2](#). PG&E has a written policy pledging to vet vendors for LGBTQ policies [3](#)[4](#). However, PG&E 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. Medium Risk

PG&E's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities [1](#).

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

indicates the company provides gender transition guidelines for its employees [1](#)[2](#). PG&E does not provide viewpoint protections for

its employees (3).

Corporate Governance and Public Policy

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

indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2).customers and harming shareholders. PG&E signed an open letter in support of the Equality Act and is a Ceres Network Member, committed to net zero carbon emissions by 2040 (3)(4)(5). The company was the first corporate sponsor and participant in the San Francisco Pride Parade and the first major company to oppose a bill in California banning same-sex marriage (6 7).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2).customers and harming shareholders. The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) and contributed \$250,000 to the San Francisco-based National Center for Lesbian Rights (3)(4).

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

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. PG&E has contributed to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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