



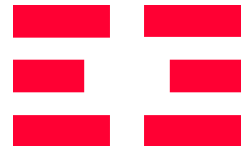
Macy's

Subsidiaries: Bluemercury, Bloomingdales

Locations: New York (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Macy's has fired multiple employees over disputes involving their religious beliefs and faced lawsuits for these terminations. The company allegedly dropped former presidential candidate Donald Trump as a vendor in 2015. Macy's scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Macy's 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. Macy's forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Macy's 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 does not provide viewpoint protections for its employees. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Macy's over discriminatory practices in hiring. Macy's raised \$5 million for The Trevor Project. The company is a platinum partner of the Human Rights Campaign (HRC) and its CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Macy's supports the Equality Act and has opposed anti-LGBTQ legislation. The company also signed the Fifteen Percent Pledge and "committed to dedicate 15% of their shelf space to Black-owned brands". Macy's is a gold partner of PFLAG. For these reasons, Macy's 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. **High Risk**

Macy's received a score of 100 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). Macy's has fired multiple employees who expressed their religious beliefs when confronting its policy of letting transgender persons use the fitting room of their choice (3)(4). Another lawsuit was filed in California after an employee was fired for observing the Sabbath (5). Macy's also claimed to drop then-presidential candidate Donald Trump as a vendor in 2015 (6).

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

Macy's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Macy's does not appear to discriminate against charitable organizations based on views or beliefs (3).

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

High Risk

Macy'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 (1)(2). Macy's does not provide viewpoint protections for its employees (3). America First Legal filed a letter with the EEOC requesting a civil rights investigation into Macy's over discriminatory practices in hiring (4)(5).

Corporate Governance and Public Policy

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

High Risk

Macy'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. Macy's signed an open letter in support of the Equality Act and promotes transgender participation in female sports (3)(45). Macy's opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). The company's CEO signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(89)(10).

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

High Risk

Macy's 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)(5). The company'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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a platinum corporate partner of the HRC, the National Urban League, and the National LGBT Chamber of Commerce (NGLCC) (8)(9)(10). Macy's partners with the progressive-aligned nonprofit Rock the Vote and the National Center for Transgender Equality (11)(12)(13). The company also signed the Fifteen Percent Pledge and "committed to dedicate 15% of their shelf space to Black-owned brands" (14)(15)(16)(17)(18).

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

High Risk

Macy'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. Macy's does not operate a PAC or report on its lobbying at this time (3)(4).

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