



# Avnet

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

**RISK LEVEL:**



**Medium Risk**

**DESCRIPTION:**

Avnet vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. Avnet requires high-level employees to take unconscious bias training and signed a letter in support of the Equality Act. However, Avnet does not discriminate against religious organizations in its charitable giving. For these reasons, Avnet 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**

*Avnet The company received a score of 90 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means Avnet has pledged to vet vendors based on LGBTQ policies (1)(2).*

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

*Avnet does not discriminate against religious organizations in its charitable giving. Avnet notes that they are "particularly focused on the areas of science, technology, engineering and math (STEM), diversity, and the environment" (1)(2).*

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

*Avnet does not protect its employees from viewpoint discrimination (1).*

## Corporate Governance and Public Policy

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

*Avnet instituted "unconscious bias training" for its high-level executives and leaders and has also advocated for the Equality Act (1)(2)*

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

[1](#)/[2](#).

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

**N/A**

*Avnet does not currently operate a PAC ([1](#)).*

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