

RISK LEVEL:



Medium Risk

DESCRIPTION:

Avnet, a global technology solutions company, 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 covers transgender-related medical costs for its employees and their children. The company requires high-level employees to take unconscious bias training and supports 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 received a score of 60 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). However, the company 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. High Risk

Avnet does not discriminate against religious organizations in its charitable giving. The company focuses on funding organizations that support "STEM, diversity, and the environment" (1)(2). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

Avnet does not provide viewpoint protections for its employees (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 signed an open letter in support of the Equality Act (1)(2).

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

Avnet’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 (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.

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

N/A

Avnet does not operate a PAC or engage in lobbying at this time (1)(2).

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