



## CDW

Locations: Illinois (HQ)

Industries: Technology Hardware and Equipment

### RISK LEVEL:



**Medium Risk**

#### DESCRIPTION:

CDW 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. CDW discriminates against religious organizations in its charitable giving and funds multiple LGBTQ organizations. For these reasons, CDW 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**

*CDW has not publicly terminated business relationships due to religious beliefs or political views. The company received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (1)(2). Among other requirements, this means CDW has a written policy pledging to vet vendors for LGBTQ policies.*

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

*CDW discriminates against religious charities by not matching employee donations to "organizations whose purpose is to propagate a particular religious belief or evangelistic effort or gifts to houses of worship" (1). CDW's website says the company will not corporately donate to "religious organizations" (2).*

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

*CDW does not protect 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**

CDW conducted multiple racial justice and diversity educational sessions for over 1,100 employees (1).

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

(1)(2). CDW is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

**N/A**

CDW does not operate a PAC at this time (1).

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