



American Airlines

Locations: Texas (HQ)

Industries: Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

American Airlines 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, American Airlines 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. American Airlines 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. America First Legal filed a letter with the EEOC requesting a civil rights investigation into American Airlines over discriminatory practices in hiring. The company supports the Equality Act and transgender participation in female sports. American Airlines denounced state election integrity efforts and its former CEO spoke out against the North Carolina legislation, HB2 bill. The company's CEO is a member of the Business Roundtable and its former CEO signed the 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. American Airlines is a Platinum Partner of the Human Rights Campaign (HRC), a Bronze sponsor of Out and Equal, and a founding corporate partner of the National LGBT Chamber of Commerce (NGLCC). For these reasons, American Airlines 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**

American Airlines 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). American Airlines temporarily banned passengers who refused to wear a facemask while onboard an American Airlines flight (3). The company has banned some customers for violating its mask rule and inciting violence. American Airlines required that all employees get vaccinated for Covid-19 in 2021, or face termination (4). The rule was ultimately reversed and never enforced due to ongoing court cases, but strict protocols were enforced on unvaccinated employees who had received an exemption or refused to be vaccinated (5).

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

American Airlines' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

American Airlines' 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). America First Legal filed a letter with the EEOC requesting a civil rights investigation into American Airlines over discriminatory practices in hiring (3)(4).

Corporate Governance and Public Policy**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.****High Risk**

American Airlines' 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. American Airlines signed an open letter in support of the Equality Act and transgender participation in female sports (3)(4). The company has denounced state election integrity efforts and its former CEO spoke out against the North Carolina legislation, HB2 which required people to use the bathroom of their biological gender (5)(6). American Airlines created pins for employees to wear that say "Black Lives Matter," (7). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (8). The company's CEO is a member of the Business Roundtable and its former CEO signed the 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (9)(10). For the 50th anniversary of the Stonewall Inn raids, American Airlines publicized its first-ever all LGBTQ+ flight crew, including two drag queens in their crew for the duration of the flight (11)(12).

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

American Airlines' 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). 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 Partner of the HRC (3). American Airlines is also a Bronze sponsor of Out and Equal and a founding corporate partner of the National LGBT Chamber of Commerce (4)(5).

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. American Airlines has donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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