



# Dominion Energy

Locations: Virginia (HQ)

Industries: Energy

RISK LEVEL:



High Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, Dominion Energy 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. Dominion Energy 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. Dominion Energy does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Dominion Energy pledged \$40 million to BLM and related causes and supports LGBTQ Pride. The company is a corporate partner of the National LGBT Chamber of Commerce and discriminates against religious organizations in its charitable giving. However, Dominion Energy has not used its political contributions for ideological purposes. For these reasons, Dominion Energy 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.** **Medium Risk**

*Dominion Energy received a score of 95 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).*

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

*Dominion Energy will not match, "Gifts to social, religious or political groups" (1)(2). Dominion Energy'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**

*Dominion Energy'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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Dominion Energy does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*Dominion Energy'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. Dominion Energy supports LGBTQ Pride (3)(4).*

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

*Dominion Energy'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 (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 has fundraised for local LGBTQ groups and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (3)(4). Dominion Energy has also pledged \$40 million to the Black Lives Matter movement and related causes, including various Urban League affiliates (5)(6).*

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

*Dominion Energy'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. Dominion Energy has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).*

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