

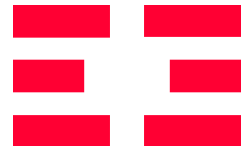


# United Airlines

Locations: Illinois (HQ)

Industries: Transportation

## RISK LEVEL:



High Risk

### DESCRIPTION:

United Airlines, canceled a business contract with the NRA over activist pressure. The company has also drawn controversy for its strict enforcement of a vaccine mandate, including punishing employees with a religious exemption with temporary unpaid leave. After laying off unvaccinated pilots due to Covid-19, United Airlines began a diversity initiative to recruit more diverse pilots. United Airlines scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, United 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. United 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. The company does not provide viewpoint protections for its employees. America First Legal filed a letter with the EEOC requesting a civil rights investigation into United Airlines over discriminatory practices in hiring. United Airlines has donated to Planned Parenthood and is a gold partner of the Human Rights Campaign (HRC). The company supports the Equality Act, transgender participation in women's and girls' sports, and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. United Airlines opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company denounced various states' legislative efforts to protect election integrity and security. For these reasons, United 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**

*United Airlines received a score of 100 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). United Airlines recently fired employees who refused its vaccine mandate. Even those who filed a religious exemption were placed on temporary unpaid leave (3)(4). United Airlines' CEO Scott Kirby says the company is committed to prioritizing diversity over merit in recruitment and hiring (5)(6).*

**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**

United Airlines(1)(2). United Airlines does not discriminate against religious organizations in its charitable giving. It focuses on funding organizations that support, "the environment, disaster relief, education, and leadership development for youth" (3). The company canceled a nonprofit discount it formerly offered the NRA after pressure from leftist activists (4).

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

**High Risk**

United 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). United Airlines does not provide viewpoint protections for its employees (3). America First Legal filed a letter with the EEOC requesting a civil rights investigation into United Airlines over discriminatory practices in hiring (4)(5).

## Corporate Governance and Public Policy

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

**High Risk**

United Airlines' indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. United Airlines signed an open letter in support of the Equality Act and transgender participation in women's and girls' sports (3)(4). One of the company's outreach programs benefiting underprivileged youth raised funds through the sale of a Black Lives Matter lapel pin (5). 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 (6). United's CEO is a member of the Business Roundtable and Former CEO Oscar Munoz signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(89). United Airlines has incorporated drag queens into their business and sponsored drag queen shows (101112).

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

**High Risk**

United 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). customers and harming shareholders. United Airlines has previously donated to Planned Parenthood (3)(4). The company is a gold partner of the Human Rights Campaign's (HRC) and a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (5)(6). United Airlines has also pledged an undisclosed sum of corporate funding to the Black Lives Matter movement and related causes (7)(8). The company has partnered with LGBTQ groups the Human Rights Campaign, the National Gay Pilots Association, Equality Illinois, and the Trevor Project (9).

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

**High Risk**

United Airlines 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. United Airlines has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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