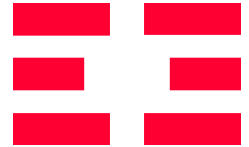


Southwest Airlines

Locations: Texas (HQ)

Industries: Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

Southwest Airlines terminated an employee in 2017 for her pro-life views. Southwest 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, Southwest 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. Southwest 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 Southwest Airlines over discriminatory practices in hiring. The company supports the Equality Act and funds multiple LGBTQ groups. Southwest also partners with the Human Rights Campaign (HRC) and issued a statement opposing state-level election security laws. The company has partnerships with the Gay and Lesbian Alliance Against Defamation (GLAAD) and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). For these reasons, Southwest 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**

A jury awarded a flight attendant a victory over Southwest and the Transportation Workers Union of America after she claimed she had been fired in 2017 for her pro-life views and criticizing the union for supporting pro-abortion protests (1)(2). Southwest complied with the federal vaccine mandate but did not appear to fire any employees and made accommodations for unvaccinated staff (3)(4). In October 2021, one of Southwest's pilots allegedly said a political slogan criticizing President Biden over a plane intercom. The pilot was not fired by Southwest (5). The company 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 (6)(7).

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

Southwest Airlines's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Southwest Airlines does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses on funding organizations that support, "disaster relief, environmental sustainability, military

families, and serious illness” (3). However, it should be noted that the company’s e-pass ticket service for nonprofits excludes “religious endeavors.” It is unclear if this provision extends to faith-based charities (4).

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

High Risk

Southwest Airlines’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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Southwest 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 Southwest 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

Southwest Airlines’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. Southwest Airlines signed an open letter in support of the Equality Act and issued a statement broadly opposing state-level election security laws (3)(4).

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

High Risk

Southwest Airlines’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)(23). The company is a corporate partner of the National LGBT Chamber of Commerce (4).

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

High Risk

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

The contents of this website and related resources (collectively, the “materials”) are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by

law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023