



## Qurate Retail Group

Subsidiaries: HSN, QVC

Locations: Colorado (HQ)

Industries: Retailing

### RISK LEVEL:



High Risk

### DESCRIPTION:

Qurate Retail Group, the parent company of QVC, cut ties with Mike Lindell, CEO of MyPillow, after his remarks regarding the 2020 election. Qurate Retail Group 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, Qurate Retail Group 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. Qurate Retail Group 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's CEO signed the CEO Action for Diversity & Inclusion pledge and will match donations given to ideologically driven racial groups but will not fund religious organizations. Qurate regularly supports LGBTQ Pride and its CEO is a member of the Business Roundtable. The company is a brass sponsor of Out & Equal and in 2022, HSN and QVC donated \$100,000 to the Trevor Project. For these reasons, Qurate 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**

*QVC, a subsidiary of Qurate Retail Group, removed My Pillow products from shelves after Mike Lindell, the CEO of My Pillow, made comments about election fraud playing a role in the outcome of the 2020 presidential election (1). Qurate Retail Group 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 (2)(3).*

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

*Qurate'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). Qurate will not fund "religious-based" organizations (3).*

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

**High Risk**

*Qurate'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. Qurate's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). Qurate Retail Group does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

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

**High Risk**

*Qurate'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. The company's CEO David Rawlinson II is a member of the Business Roundtable but has not supported ideological initiatives (3). Qurate regularly supports LGBTQ Pride and a subsidiary of the company, HSN, signed an open letter in support of the Equality Act (4)(5)(6)(7)(8).*

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

**High Risk**

*Qurate'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 states that it has a 100% match for organizations that support racial and social justice, but the only organization publicly mentioned is the Equal Justice Initiative (EJI) (3). Qurate is a brass sponsor of Out & Equal and in 2022, HSN and QVC donated \$100,000 to the Trevor Project (4)(5).*

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

**High Risk**

*Qurate'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. Qurate Retail Group has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (3)(4)(5).*

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