

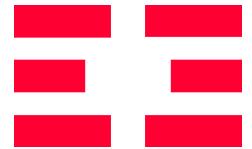


Dropbox

Locations: California (HQ)

Industries: Cloud & Data Storage

RISK LEVEL:



High Risk

DESCRIPTION:

Although Dropbox has no viewpoint protections for employees, the company has not terminated business relationships due to views or beliefs. However, it has pledged to vet vendors according to LGBTQ policies and a company executive publicly stated she prioritized people of color in the hiring process. Dropbox has also regularly used its corporate reputation to advance LGBTQ policies and speak out against policies protecting religious freedom. Dropbox does not donate to ideological groups hostile to freedom of expression or discriminate against faith-based charities. Dropbox has not weaponized its PAC for political purposes either. For these reasons, Dropbox 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

1). Dropbox Senior Director of Product Design Jasmin Friedl stated that she was "prioritizing" people of color in hiring practices (2).

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

Dropbox restricts its charitable goals to environmental sustainability, foster care, and other human rights missions. However, the company does not discriminate against faith-based charities (1)(2).

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

Dropbox does not protect its employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Dropbox was one of the many companies in 2016 to sign a public letter opposing a proposed religious freedom law in Missouri (1). The company also signed open letters in support of the Equality Act and opposing the protections of female sports (2)(3). Dropbox

also opposed the Florida law that prevents teaching gender identity and sexual orientation in public schools to kids in K-3rd grade (4).

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

Dropbox pledged \$500,000 to the Black Lives Matter movement and related causes (1)(2).

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

Dropbox has not donated to ideologically motivated PACs or used its PAC for ideological purposes (1).

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