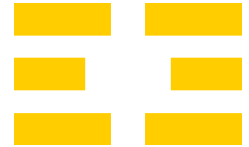




## Squarespace

Locations: New York (HQ)  
Industries: Website Hosting

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Squarespace increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in marketing. Squarespace uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company provides anti-racism training for its employees and regularly supports LGBTQ Pride. Squarespace's CEO signed the CEO's for Gun Safety but does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Squarespace receives a Medium 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.** Lower Risk

*Squarespace has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*Squarespace does not appear to discriminate against religious organizations in its charitable giving (1).*

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

*Squarespace does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

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

*Squarespace'ng 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. Squarespace offers “anti-racism training” to employees. In their Diversity and Inclusion statements, Squarespace also uses vague ideological language, such as seeking “to take action to dismantle the systems of oppression and racism in our society” (3). The company’s CEO is a signatory to CEOs For Gun Safety and regularly supports LGBTQ Pride (4)(5).

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

SquarespaceHRC 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.

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

Squarespace’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. Squarespace(3)(4).

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