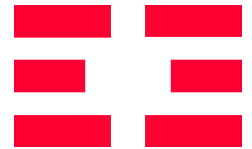


Etsy

**Etsy**

Locations: New York (HQ)

Industries: Retailing

**RISK LEVEL:****High Risk****DESCRIPTION:**

Etsy permanently banned a user from its platform who discussed biological scientific opposition to modern-day gender theory. By complying with Human Rights Campaign's controversial demands, Etsy 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. Etsy 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 supports the Equality Act and has pledged \$500,000 to Black Lives Matter and related causes. Etsy opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the "Don't Ban Equality" business coalition. For these reasons, Etsy 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**

*Etsy permanently de-platformed evolutionary biologist and writer Colin Wright from its platform without warning or opportunity for remediation (1). In a series of tweets with attached screenshots, Mr. Wright outlines the company's actions against him for pushing back on postmodern gender theory (2). The company 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 (3)(4).*

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

*Etsy(1)(2).*

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

*Etsy 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). Etsy does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*Etsy 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. Etsy signed an open letter in support of the Equality Act (345).*

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

*Etsy 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 also pledged \$500,000 to the Black Lives Matter movement and related causes (3)(4).*

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

*Etsy 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. Etsy (3)(4).*

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