



# Zoom Communications

Locations: California (HQ)  
Industries: Video Communications

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Zoom Communications often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Zoom occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise

## Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

Zoom received a score of 45 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group [\(1\)](#)[\(2\)](#). Zoom admitted to suspending the accounts of U.S.-based activists speaking out against the Communist Party of China, doing so at the request of the Chinese government. Zoom has since changed its policy to remove meetings based on geography, ostensibly to comply with local laws regarding content. The company says, "Zoom does not currently have the ability to remove specific participants from a meeting or block participants from a certain country from joining a meeting [\(3\)](#)[\(4\)](#)." However, there are no publicly known cases of employees being fired for religious or political beliefs. Zoom has not removed individuals or canceled other meetings held on its platform due to views or beliefs [\(5\)](#).

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

Zoom does not discriminate against charitable organizations based on views or beliefs. Zoom's charitable giving focus areas are educational institutions, groups supporting social justice, and groups supporting the environment [\(1\)](#)[\(2\)](#).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk**

Zoom does not provide viewpoint protections for its employees [\(1\)](#).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Zoom partnered with the progressive ideological group Color of Change to host a discussion on “supporting voter equity” (1). Zoom also hosted a series of conversations regarding bias and systemic racism. The company has also hosted a number of LGBTQ advocacy events for Pride Month (2). Zoom CEO Eric Yuan expressed his support for abortion rights in a full-page ad in the New York Times in 2019 (3). Zoom has opposed state laws to protect female sports (4). The company opposed various state and local legislation intended to protect parental rights, girls’ sports, bathroom facilities, and gendered spaces (5).

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

Zoom provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2). The company’s HRC 2023-2024 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 (3)(4). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Zoom has donated \$5.5 million toward grassroots social justice and LGBTQ organizations including PODER in Action, an organization that “invests, trains, and supports” queer youth (5)(6). Otherwise, Zoom has not used corporate funds to advance ideological causes, organizations, or policies (7)(8).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

Zoom has not used its lobbying for ideological purposes (1)(2)(3).

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