



Zoom Communications

Locations: California (HQ)

Industries: Video Communications

RISK LEVEL:



Medium Risk

DESCRIPTION:

Zoom scored a 45 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. Zoom has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs or booted individuals from Zoom calls due to political/religious views. However, the company has shut down meetings of U.S.-based activists at the request of the Chinese government. It has since promised to amend its policy to protect U.S. individuals from censorship in America. By complying with Human Rights Campaign's controversial demands, Zoom increases the risk of dividing employees, alienating customers and harming shareholders. Zoom does not provide viewpoint protections for its employees. The company 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. The company has hosted conferences and trainings based upon ideas such as LGBTQ advocacy and systemic racism. Zoom opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. However, the company does not discriminate against charitable organizations based on views or beliefs guidelines and has not used its corporate funds or lobbying to advance ideological causes. For these reasons, Zoom 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. 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 [\(3\)](#)[\(4\)](#). 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." 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.

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. The company limits its giving to educational institutions, groups supporting social justice, and groups supporting the environment [\(1\)](#)[\(2\)](#).

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

High Risk

Zoom 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**

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 (45).

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)(3)(4). The company 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 (5)(6). Zoom has not used corporate funds to advance ideological causes, organizations, or policies (7).

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

Lower Risk

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

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