



DocuSign

Locations: California (HQ)

Industries: Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

DocuSign does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. DocuSign donates to various "racial justice" organizations and hosts mandatory allyship and bias trainings. The company supports various LGBT causes and has advocated for the Black Lives Matter movement. However, the company does not discriminate against religious organizations in its charitable giving guidelines and has not used its lobbying to advance ideological causes. For these reasons, DocuSign 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**

DocuSign 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**

DocuSign likely does not discriminate against religious organizations in its charitable giving. DocuSign gives to environmental groups and a wide range of charities [\(1\)](#)[\(2\)](#). DocuSign has a discount for nonprofits, which does not discriminate against faith-based charities [\(3\)](#).

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

DocuSign 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**

DocuSign hosts mandatory "Understanding Bias and Demonstrating Allyship" employee training. These trainings aim to show how

"bias can disrupt diversity, inclusion, collaboration and effective decision making" (1). The company also mandates other race and bias training (2). DocuSign has advocated for LGBT causes on its website and publicized its participation in the Seattle Pride Walk and other Pride-themed events (3)(4). The company has also celebrated LGBT causes on its social media accounts (5)(6). DocuSign also features a Black Lives Matter blog post on its website (7).

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

DocuSign funds its employees' out-of-state abortions (1). DocuSign triple-matched employees' donations to "racial justice causes" and donated \$500,000 to the NAACP and other social justice organizations (23).

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

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

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