



Atlassian

Subsidiaries: Trello, Confluence

Locations: Australia (HQ)

Industries: CRM & Project Management, Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Atlassian scored a 55 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Atlassian, developer of the project management app Trello, increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Atlassian 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 is a member of the "Don't Ban Equality" business coalition. The company denounced various states' legislative efforts to protect election integrity and security. Atlassian supports the Equality Act and publicly opposed Texas' abortion ban. For these reasons, Atlassian 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**

Atlassian received a score of 55 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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 (1)(2). Atlassian's Supplier Code of Conduct also reflects this commitment (3)(4). However, Atlassian has not publicly terminated business relationships due to religious beliefs or political views.

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

Atlassian's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Atlassian Community Licenses are not given to religious organizations (3)

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

Atlassian does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

Atlassian signed an open letter supporting the Equality Act [\(1\)](#) The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade [\(23\)](#)[\(4\)](#)[\(5\)](#). Through its membership in The Software Alliance, it has supported the DREAM Act and American immigration reform [\(6\)](#)[\(7\)](#). Atlassian publicly opposed Texas' abortion ban [\(8910\)](#).

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

Atlassian 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's HRC 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 [\(5\)](#)[\(6\)](#). 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 stated, "Our priority is the health and safety of our employees, including their right to access safe and legal reproductive healthcare." [\(7\)](#).

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

N/A

Atlassian does not operate a PAC at this time and has not used its lobbying for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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