



Atlassian

Subsidiaries: Trello, Confluence

Locations: Australia (HQ)

Industries: CRM & Project Management, Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Atlassian often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Atlassian 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

Atlassian received a score of 55 on the 2023-2024 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). However, Atlassian has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3)(4).

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

Atlassian's HRC 2023-2024 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)(4). Atlassian restricts its giving to environmental groups, global health, and natural disasters.

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

Atlassian offers inclusivity training to its employees (1). Atlassian does not provide viewpoint protections for its employees (2)(3).

Corporate Governance and Public Policy

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

Atlassian signed an open letter supporting the Equality Act, a controversial bill (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 (2). Atlassian opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (3)(4)(5). The company opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (6). Through its membership in The Software Alliance, it has supported the DREAM Act and American immigration reform (7)(8). Atlassian publicly opposed Texas' abortion ban (9). The company is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (10). Atlassian CAO, Erika Fisher, denounced various states' legislative efforts to protect election integrity and security (11). Atlassian is committed to net zero emissions by 2040 (12).

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. The company stated, "Our priority is the health and safety of our employees, including their right to access safe and legal reproductive healthcare." (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.

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

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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