



# Paychex

Locations: New York (HQ)

Industries: Accounting Payroll & HR Services

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

Paychex, a payroll services company, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Paychex does not discriminate against charitable organizations based on views or beliefs. Paychex has not used its corporate reputation or funds to advance ideological causes or policies and has not used its lobbying for ideological purposes. For these reasons, Paychex receives a Lower 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

*Paychex 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

*Paychex does not discriminate against charitable organizations based on views or beliefs (1). Paychex charitable giving focuses primarily on entrepreneurship/education, health and wellness, improving the economic health of the community and its workforce, and corporate citizenship.*

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

*Paychex 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.** Lower Risk

*Paychex supports LGBTQ Pride within its business practices (1). Otherwise, it has not supported ideological causes or policies (2).*

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

*Paychex has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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

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

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