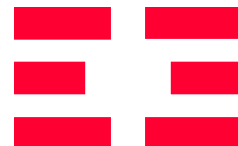


## HubSpot

Locations: Massachusetts (HQ)

Industries: CRM & Project Management

RISK LEVEL:



High Risk

### DESCRIPTION:

In April 2023, HubSpot abruptly canceled its services to The Daily Wire over the political views of its hosts. HubSpot has a policy prohibiting "hate speech" but does not define what constitutes hate speech. HubSpot provides a benefits package for employees which covers travel/lodging costs for an abortion. The company mandates anti-racism training. HubSpot opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, HubSpot receives a High 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.** **High Risk**

*HubSpot's acceptable use policy prohibits content that "promotes, encourages, or facilitates: hate speech, violence, discrimination based on race, color, sexual orientation, marital status, gender or identity expression...". HubSpot does not define hate speech (1). In April 2023, Daily Wire CEO Jeremy Boreing says HubSpot abruptly canceled its services to the company over the political views of its hosts (2)(3).*

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

*HubSpot (1).*

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

*HubSpot mandates "in-house, Anti-racism training" for its employees (1). HubSpot prioritizes diversity over merit in its business structure, including its recruitment and leadership composition. "We still have room to grow to recruit and retain non-binary and trans leaders as part of our commitment to LGBTQ+ inclusion" (2). HubSpot protects its employees against viewpoint discrimination (3).*

### Corporate Governance and Public Policy

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

[1](#)). HubSpot celebrated “Transgender Day of Visibility” on social media and encouraged its followers to add their preferred pronouns to their social media [2](#)/[3](#)). HubSpot encourages other companies to track and report ESG data [4](#)).

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

HubSpot provides a benefits package for employees which covers travel/lodging costs for an abortion [1](#)/[2](#)/[3](#)). Otherwise, it has not used corporate funds to advance ideological causes, organizations, or policies [4](#)).

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**Uses corporate political contributions for ideological, non-business purposes.****N/A**

HubSpot does not operate a PAC or engage in lobbying at this time [1](#)/[2](#)/[3](#)).

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