



HubSpot

Locations: Massachusetts (HQ)

Industries: CRM & Project Management

RISK LEVEL:



High Risk

DESCRIPTION:

HubSpot canceled Daily Wire, kicking them off its platform due to Daily Wire's views. HubSpot has a policy prohibiting "hate speech" as well as similar policies related to DEI/ESG commitments. The company funds abortion travel for employees, mandates "Anti-racism training" and regularly supports LGBTQ Pride. HubSpot 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 opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. However, the company does provide viewpoint protections for its employees. 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..." (1). HubSpot does not further define hate speech. The company has also committed to connecting its DEI efforts with its ESG commitments (2). In April 2023, HubSpot allegedly kicked Daily Wire from its platform (3)(4).

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

HubSpot (1)(2)(3).

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

HubSpot protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

HubSpot employees regularly support LGBTQ Pride (1)(2)(3). The company recognized "Transgender Day of Visibility" by encouraging others to add their pronouns (45)(6)(78).

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

HubSpot 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).

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

N/A

HubSpot does not operate a PAC at this time (1).

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