



## Citrix Systems

Subsidiaries: Wrike

Locations: California (HQ)

Industries: CRM & Project Management

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Citrix, a project management software company, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Citrix covers the cost of "medically necessary transition-related care" for its employees and their children. The company supports the Equality Act. However, Citrix does not appear to discriminate against religious organizations in its charitable giving. The company has not lobbied for ideological purposes. For these reasons, Citrix Systems 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**

*Citrix received a score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). However, the company 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.** **Lower Risk**

*Citrix Gives does not appear to discriminate against religious organizations in its charitable giving (1)(2).*

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

*Citrix provides 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.** **Medium Risk**

*Citrix signed an open letter in support of the Equality Act (1).*

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

*Citrix has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). Otherwise, there are no publicly known cases of Citrix using its corporate funds to advance ideological causes, organizations, or policies.*

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

**Lower Risk**

*Citrix does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).*

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