

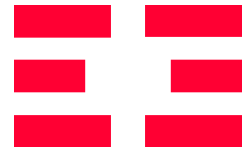


## Airbnb

Locations: California (HQ)

Industries: Consumer Services

RISK LEVEL:



High Risk

### DESCRIPTION:

Airbnb has canceled reservations for certain clients and banned users from its platform if they have been involved with any groups the Southern Poverty Law Center (SPLC) puts on its "Hate Group" list. Airbnb scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Airbnb increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Airbnb forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Airbnb 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 supports the Equality Act and has donated to Planned Parenthood. Airbnb funded the Black Lives Matter Foundation and is a corporate partner of the National LGBT Chamber of Commerce. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Airbnb signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex. The company has lobbied for the Equality Act. For these reasons, Airbnb receives a High Risk rating.

### 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. High Risk**

*Airbnb received a score of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits 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). Airbnb canceled the reservations of customers who were attending a "Unite the Right" rally in Charlottesville, Virginia (3). Airbnb also banned a Filipino American from using its website after she attended an event hosted by a group that the SPLC deemed a "hate group" (4).*

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

*Airbnb'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). Airbnb does not discriminate against charitable organizations based on views or beliefs (3).*

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

**High Risk**

Airbnb's HRC 2023-2024 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Airbnb does not provide viewpoint protections for its employees (3).

## Corporate Governance and Public Policy

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

**High Risk**

Airbnb's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2).customers and harming shareholders. Airbnb signed an open letter in support of the Equality Act, a controversial bill (3). The company has signed onto multiple amicus briefs, which include opposition to Trump's travel ban, support for trans students using the bathroom of their choice and including sexual orientation under Civil Rights act protections (4)(5)(6). 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 (7). Airbnb supports codifying abortion rights, and its CEO Brian Chesky is a signatory to CEOs For Gun Safety (8)(9)(10). Airbnb signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (12).

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

**High Risk**

Airbnb 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)(4)(5). Airbnb'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (6)(7).customers Airbnb pledged support to the Black Lives Matter movement and related causes (8)(9)(10). It even allegedly directed its customers to the BLM donation page when they tried to search for bookings through its site (11). Airbnb has also said that its "healthcare coverage supports reproductive rights and we will work to make sure our employees have the resources they need to make choices about their reproductive rights, as we committed to in 2021" (12)(13). The company is a corporate partner of the NGLCC (14).

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

**High Risk**

Airbnb's HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2).By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Airbnb has not used its PAC donations for ideological purposes but has lobbied for the Equality Act (3)(4)(5).

*The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023