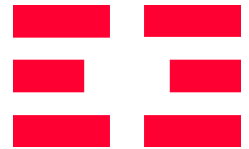




Marriott International

Locations: Maryland (HQ)
Industries: Consumer Services

RISK LEVEL:



High Risk

DESCRIPTION:

Marriott International fired a social media manager who liked a tweet mentioning Taiwan and China as separate entities. Marriott International scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Marriott increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Marriott 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. The company does not provide its employees with protections against viewpoint discrimination. It has funded Planned Parenthood and multiple LGBTQ organizations. Marriott is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Marriott frequently involves itself in politics, supporting the Equality Act and opposed RFRA's. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Marriott is a Gold partner of PFLAG. For these reasons, Marriott International 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**

Marriott received a score of 100 on the 2023 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). Marriott fired a social media manager for using the company's Twitter to like a tweet thanking Marriott for recognizing Tibet and Taiwan as separate entities from China. Marriott allegedly fired the employee in order to smooth over business relationships in China (3)(4).

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

Marriott's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Marriott will not match employee donations to churches or religious organizations (3).

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

High Risk

Marriott's HRC 2023 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). Marriott does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Marriott's HRC 2023 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). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Marriott is a member of the Business Coalition for the Equality Act (3). The company opposed both the 2014 Arizona Religious Freedom Restoration Act (religious freedom bill) and a similar bill in Georgia in 2015 (4)(5). Marriott opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). CEO Anthony Capuano is a member of the Business Roundtable and Former CEO Arne Sorenson signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (7)(89).

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

Marriott's HRC 2023 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Marriott corporately donated to Planned Parenthood (3). The company pledged support to Black Lives Matter and related causes (4)(5)(6). Marriott is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (7)(89)(10)(11).

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

High Risk

Marriott's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(23)(4).

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