



## HealthEquity, Inc.

Locations: Utah (HQ)  
Industries: Diversified Financials

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/healthequity-inc/>

### DESCRIPTION:

HealthEquity often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. HealthEquity occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

### 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. Medium Risk**

*HealthEquity received a score of 65 on the 2025 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). HealthEquity integrates ESG into all of its business practices, stating that "ESG concerns are rooted in every aspect of HealthEquity operations." HealthEquity is "focus[ing] on increasing the number of partnerships we have with diverse companies" (3). However, HealthEquity has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).*

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

*HealthEquity does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*HealthEquity does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

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

*The company is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (1). HealthEquity supports DEI within its business practices, stating that it is "focused on rooting DE&I in all aspects of our...culture" (2).*

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

*HealthEquity's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Otherwise, there are no publicly known cases of HealthEquity using corporate funds to advance ideological causes, organizations, or policies (3).*

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

*HealthEquity has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).*

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