



BNSF Railway

Locations: Texas (HQ)
Industries: Transportation

RISK LEVEL:



Lower Risk

DESCRIPTION:

BNSF Railway vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. However, BNSF Railway has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. BSNF discriminates against religious organizations in its charitable giving but has not used its PAC donations for ideological purposes. For these reasons, BNSF receives a Lower 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

BNSF Railway received a score of 90 on the Human Rights Campaign Corporate Equality Index. Among other commitments, this means BNSF has a written policy pledging to vet vendors for LGBTQ policies (1)(2). BNSF Railway has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

BNSF Railway will not match employee donations to churches or religious organizations that are "religious or faith-based organizations, unless the program does not promote a specific religion or faith and is not restricted to populations of specific religions or faiths" (1).

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

BNSF Railway does not provide 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

[1](#)/[2](#).

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

BNSF Railway does not use corporate funds to advance ideological causes, organizations, or policies.

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

BNSF Railway has not used its PAC donations for ideological purposes [1](#)/[2](#).

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