



# Chipotle

Locations: California (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Chipotle vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination. However, Chipotle 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. Chipotle has previously donated to Planned Parenthood and funds multiple LGBTQ groups. However, the company discriminates against religious organizations in its charitable giving. For these reasons, Chipotle 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

*Chipotle received a score of 100 on the Human Rights Campaign Corporate Equality Index. Among other requirements, this means Chipotle has a written policy pledging to vet vendors for LGBTQ policies (1)(2). Chipotle 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

*Chipotle will not match employee donations to churches or religious organizations "Religious groups for religious purposes (youth groups or mission trips)" (1).*

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

*Chipotle 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

Chipotle CEO Brian Niccol is a member of the Business Roundtable (1).

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

(1)(2). Chipotle has previously donated to Planned Parenthood (3). In 2022, Chipotle donated \$250,000 in free food to LGBTQ centers through its partnership with Happy Hippie (4). The company has previously sponsored multiple Pride events and used its charitable fundraising methods to support drag shows (5)(6). Chipotle has pledged over \$1 million to the Black Lives Matter movement and related causes (7)(8).

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

**Lower Risk**

Chipotle does not operate a PAC at this time and does not lobby in an ideological manner (1)(2).

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