

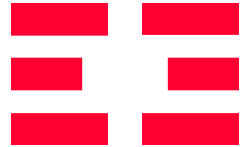


Quinn Emanuel Urquhart & Sullivan LLP

Locations: California (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Quinn Emanuel Urquhart & Sullivan LLP yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Quinn Emanuel embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Quinn Emanuel received a score of 95 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). Quinn Emanuel has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Quinn Emanuel's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focus areas are, "natural disaster relief, cancer research, veterans services, legal aid services, violence intervention, and education" (3).

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

Quinn Emanuel's HRC 2025 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). However, Quinn Emanuel does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

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

High Risk

Quinn Emanuel's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Quinn Emanuel wrote and filed an amicus brief in 2019 advocating for LGBTQ rights (3)(4)(5). The company also wrote and filed an amicus brief on behalf of fifty civil rights organizations advocating for transgender individuals' rights "to use the restroom aligned with their gender identity" (6)(7).

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

High Risk

Quinn Emanuel provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). Quinn Emanuel'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 (5)(6). Quinn Emanuel has donated to various ideological organizations, including the Anti-Defamation League, the Center for Reproductive Rights, the Lesbian & Gay Community Services Center Inc., and Everytown for Gun Safety Support Fund (7)(8). In 2020, Quinn Emanuel stated that it would match employee donations "to any recognized organization committed to diversity, inclusion or civil rights up to \$100,000 total", though the total amount donated, and which organizations received the funds are not disclosed (9)(10). Otherwise, there are no publicly known cases of Quinn Emanuel using corporate funds to advance ideological causes, organizations, or policies (11).

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

High Risk

Quinn Emanuel's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Quinn Emanuel does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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