

# Quinn Emanuel Urquhart & Sullivan LLP

Locations: California (HQ)  
Industries: Legal

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Quinn Emanuel Urquhart & Sullivan LLP scored a 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with HRC's controversial demands, the company 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 marketing. Quinn Emanuel uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The firm provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Quinn Emanuel does not provide viewpoint protections for its employees. However, Quinn Emanuel has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Quinn Emanuel wrote and filed amicus briefs advocating for LGBTQ rights. The firm has supported multiple ideological organizations, including organizations focused on LGBTQ activism. For these reasons, Quinn Emanuel Urquhart & Sullivan LLP 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.** Lower Risk

*Quinn Emanuel 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.** Lower Risk

*Quinn Emanuel does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focuses on a variety of causes including "natural disaster relief, cancer research, veterans services, legal aid services, violence intervention, and education" (1).*

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

*1)(2). Quinn Emanuel does not provide viewpoint protections for its employees (4)(5).*

## Corporate Governance and Public Policy

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

[1](#)[2](#)). By doing so, the company risks dividing employees, alienating customers and harming shareholders. 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**

[1](#)[2](#)[3](#)[4](#)[5](#)[6](#)). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. 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., the National LGBT Bar Foundation, 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](#)).

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

[1](#)[2](#)). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Quinn Emanuel does not operate a PAC or engage in lobbying at this time [3](#)[4](#)[5](#)).

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