

Kramer Levin Naftalis & Frankel

Locations: New York (HQ)

Industries: Legal

RISK LEVEL:



Medium Risk

DESCRIPTION:

Kramer Levin Naftalis & Frankel scored a 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the 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. Kramer Levin forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Kramer Levin does not provide its employees with protections against viewpoint discrimination. The company is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. Kramer Levin is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion. Kramer Levin is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Kramer Levin is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". However, it has not publicly terminated business relationships based on views or beliefs. Kramer Levin likely does not discriminate against charitable organizations based on views or beliefs. For these reasons, Kramer Levin Naftalis & Frankel 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

Kramer Levin Naftalis & Frankel has not publicly terminated business relationships due to religious beliefs or political views.

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

Kramer Levin likely does not discriminate against charitable organizations based on views or beliefs, with some pro bono efforts being dedicated to religious organizations (1).

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

[1](#)/[2](#)). Kramer Levin is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition [3](#)/[4](#)). Kramer Levin does not provide viewpoint protections for its employees [5](#)). The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition [6](#)/[7](#)).

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.

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

[1](#)/[2](#)). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The firm has been engaged in several pro bono LGBT-related cases [3](#)). Kramer Levin is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race [4](#)/[5](#)).

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. Kramer Levin does not operate a PAC or report on its lobbying at this time [3](#)/[4](#)/[5](#)). The company is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion [6](#)/[7](#)/[8](#)).

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