

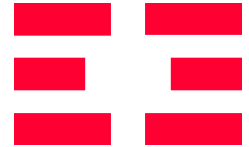


Wiley Rein LLP

Locations: Washington D.C. (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Wiley Rein scored a 95 out of 100 on the 2023-2024 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 provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Wiley Rein 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. Wiley Rein supports DEI within its business practices. The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition. Wiley Rein is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, Wiley Rein receives a High Risk rating.

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

Wiley Rein's HRC 2023 CEI rating indicates 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). Wiley Rein has not publicly canceled 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

Wiley Rein LLP's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Wiley Rein does not publish charitable giving guidelines (3).

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

Wiley Rein LLP's HRC 2023-2024 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). Wiley Rein is a member of The Diversity

and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (3)(4). Wiley Rein is a member firm of Bloomberg Law's DEI Framework, indicating its support of DEI in its advocacy, recruitment, hiring, promotions, and leadership compensation (5)(6). Wiley Rein protects its employees against viewpoint discrimination (7). Wiley Rein has offered unconscious bias training for employees (8).

Corporate Governance and Public Policy

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

Wiley Rein's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Wiley Rein supports DEI within its business practices (3).

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

Wiley Rein LLP's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. This includes 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 (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 is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (3)(4).

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

Wiley Rein LLP's HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Wiley Rein does not operate a PAC or engage in lobbying at this time (3)(4)(5). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (6)(7).

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