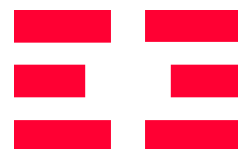


# William Mullen Clark & Dobbins

Locations: Virginia (HQ)

Industries: Legal

RISK LEVEL:



High Risk

## DESCRIPTION:

Williams Mullen Clark & Dobbins scored 100 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. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Williams Mullen Clark & Dobbins 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. Williams Mullen Clark & Dobbins does not provide its employees with protections against viewpoint discrimination but has not publicly terminated business relationships based on views or beliefs. For these reasons, Williams Mullen Clark & Dobbins receives a High 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**

*Williams Mullen Clark & Dobbins received a score of 100 on the 2023 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).*

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

*1)(2).*

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

*Williams Mullen Clark & Dobbins' HRC 2023 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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Williams Mullen Clark & Dobbins does not provide viewpoint protections for its employees (3).*

## 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.*

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**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.*

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

[1](#)([23](#))([4](#)). *By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Williams Mullen does not operate a PAC or engage at lobbying at this time [5](#)([6](#))([7](#)).*

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