



Troutman Pepper Locke

Locations: Georgia (HQ)
Industries: Legal

RISK LEVEL:



High Risk

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DESCRIPTION:

Troutman Pepper Locke, formed by a merger of Troutman Pepper and Locke Lord LLP, is High Risk. The company 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. Troutman Pepper Locke 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. High Risk

Troutman Pepper Locke was sued in January 2024 by an employee claiming she was discriminated against for racial reasons and subsequently fired for complaining about how she was being treated. Troutman Pepper claims that its associates did not discriminate against her and that her termination was "for legitimate, non-discriminatory reasons based solely on her performance" (1)(2)(3). Troutman Pepper received a score of 100 on the 2026 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 (4)(5)(6). Troutman Pepper Locke received a score of 100 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 firm discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (7)(8). However, Troutman Pepper Locke has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (9).

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

Troutman's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3). Troutman Pepper Locke's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). However, the firm does not publish charitable giving guidelines (6).

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

High Risk

Troutman's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training 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)(3). Troutman Pepper Locke'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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (4)(5). Troutman Pepper Locke is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (6)(7). The firm does not provide viewpoint protections for its employees (8)(9).

Corporate Governance and Public Policy

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

High Risk

Troutman's HRC 2026 CEI rating indicates the company potentially 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)(3). Troutman Pepper Locke'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 (4)(5). Troutman Pepper Locke has multiple DEI initiatives and states that DEI is "among our firm's core values and [is] fundamental to the firm's culture" (6). The firm also sponsored a LGBTQ Pride Month Luncheon in 2019 focused on the ongoing efforts of the Human Rights Campaign (7). Locke Lord's former CEO David Taylor signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (8)(9). Otherwise, there are no publicly known cases of Troutman Pepper Locke using its reputation to advance ideological causes or policies (10).

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

High Risk

Troutman Pepper Locke 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). Troutman's HRC 2026 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, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially 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 (4)(5)(6)(7). Troutman Pepper Locke'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 (8)(9). Troutman Pepper Locke is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (10)(11). Otherwise, there are no publicly known cases of Troutman Pepper Lock using corporate funds to advance ideological causes, organizations, or policies (12).

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

High Risk

Troutman Pepper Locke'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). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (3)(4). Troutman Pepper Locke has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (5)(6)(7).

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