



## Validity

Locations: Massachusetts (HQ)

Industries: CRM & Project Management

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Validity, a software company, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Validity has not used its reputation or corporate funds for ideological purposes. The company does not discriminate against charitable organizations based on views or beliefs. For these reasons, Validity receives a Lower 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

*Validity 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

*Validity does not discriminate against religious organizations in its nonprofit discount program [\(1\)](#).*

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

*Validity does not provide viewpoint protections for its employees [\(1\)](#).*

### Corporate Governance and Public Policy

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

*Validity has not supported ideological causes or policies [\(1\)](#)[\(2\)](#).*

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

*Validity has not used corporate funds to advance ideological causes, organizations, or policies.*

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

**N/A**

*Validity does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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