



# Gearbox Software

Locations: Texas (HQ)

Industries: Media and Entertainment

## RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Gearbox does not protect its employees against viewpoint discrimination but has not publicly terminated business relationships based on views or beliefs. The company has signed letters of opposition to an Anti-Trans bill and Senate Bill 7. Former CEO Randy Pitchford has donated to a company-organized campaign on GoFundMe supporting trans rights. Gearbox has used its corporate reputation to advance BLM and LGBTQ agendas. The company opposed various state and local legislation intended to protect parental rights, girls'™ sports, bathroom facilities, and gendered spaces. However, Gearbox does not discriminate against charitable organizations based on views or beliefs. For these reasons, Gearbox Software 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**

*Gearbox 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**

*Gearbox Software does not discriminate against charitable organizations based on views or beliefs. (1).*

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

*Gearbox Software 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.** **High Risk**

*Gearbox Software signed a letter opposing "bathroom bills" in the state of Texas (1). The company has issued statements against the Texas state legislature's efforts to protect the integrity of elections (2). In 2020, Gearbox delayed the release of an update for their*

game "Borderlands 3" to show solidarity with the Black Lives Matter movement [\(3\)](#). The company threatened to invest in states other than Texas if the state passed a law requiring transgender athletes to compete in sports corresponding to their biological sex [\(4\)](#)[\(56\)](#). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade [\(7\)](#).

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

Employees have launched crowdfunding initiatives in support of Gearbox for Trans Rights GoFundMe. Former CEO Randy Pitchford matched up to a \$10k donation to the campaign [\(1\)](#).

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

**N/A**

Gearbox Software does not operate a PAC at this time [\(1\)](#).

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