



Warby Parker

Locations: New York (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Warby Parker has pulled its advertisements from Breitbart and Daily Wire after the 2016 election. Warby Parker scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Warby Parker 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. Warby Parker 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. The company advocated for federal legislation that would overrule state laws designed to protect girls' sports. Warby Parker supports the Equality Act, advocates for voting reform, and opposed Florida's Parental Rights in Education Law. Warby Parker pledged support to BLM. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company denounced various states' legislative efforts to protect election integrity and security. For these reasons, Warby Parker 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. **High Risk**

Warby Parker pulled ads from Breitbart News' website and The Daily Wire after Trump's 2016 election victory (1)(2). Warby Parker received a score of 100 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 (3)(4).

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

Warby Parker (1)(2).

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

Warby Parker 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

specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Warby Parker 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

Warby Parker supports the Equality Act (1) 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 (2). Warby Parker was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (34)(5). Warby Parker has also signed an American Civil Liberties Union amicus brief challenging a federal order for undocumented immigrants not to be counted on the 2020 Census, as well as advocating for election reform such as mail-in ballots (6). Warby Parker indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (7)(8). By doing so, the company risks dividing employees, alienating customers(9).

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

Warby Parker 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 (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 company has pledged \$1 million to the Black Lives Matter movement and related causes (3)(4).

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

Warby Parker 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. Warby Parker does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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