



# O'Reilly Auto Parts

Locations: Missouri (HQ)

Industries: Automobiles and Components

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

O'Reilly Auto Parts, an American auto parts retailer, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. O'Reilly discriminates against some religious organizations in its charitable giving. However, the company has not used its reputation or corporate funds for ideological purposes. For these reasons, O'Reilly Auto Parts 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

*O'Reilly 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.** Medium Risk

*O'Reilly charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities [\(1\)](#).*

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

*O'Reilly 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

*O'Reilly has not supported ideological causes or policies.*

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

*O'Reilly Auto Parts has not used corporate funds to advance ideological causes, organizations, or policies ([1](#)).*

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

**N/A**

*O'Reilly does not operate a PAC at this time ([1](#))([2](#)).*

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