


eBay

Locations: California (HQ)

Industries: Retailing, Software and Services

RISK LEVEL:

High Risk
DESCRIPTION:

eBay, an e-commerce company, limited the sale of legal firearm components and has removed Dr. Seuss' books from its site due to "offensive imagery," while other offensive and violent material has been sold using eBay's platform. eBay scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, eBay 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. eBay 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. eBay provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company supports the Equality Act and has funded Planned Parenthood. eBay opposed North Carolina's HB2 bill and supports BLM. The company discriminates against religious organizations in its charitable giving. eBay is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, eBay 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. **Medium Risk**

eBay received a score of 100 on the 2023 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 (1)(2). In 2022, eBay banned users from reselling six Dr. Seuss books that had recently been pulled from publication due to "offensive" imagery, although it has allowed the sale of several overtly racist and/or anti-Semitic works as well as a Black Lives Matter-supporting T-shirt that depicts a police officer being executed (3)(4).

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

eBay(1)(2).

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

High Risk

eBay 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 (1)(2). eBay does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

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

eBay indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company supports the Equality Act (3). eBay signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (4). Then-CEO Devin Wenig sent out a large, thinly-veiled denunciation of Trump to all staff in the form of a memo after his victory in the 2016 election (5). Current CEO Jamie Iannone has been a vocal proponent of the Black Lives Matter movement (6). eBay's Human Rights Policy Statement declares that the company "stands against legislation that opposes (LGBTQ) rights" (7). In 2007, eBay banned the sale of many firearm components that are legal for purchase in most states and has made the guidelines stricter as time has gone on (8).

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

eBay provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). eBay 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (7). eBay has pledged support to Black Lives Matter and related causes (8)(9)(10)(11)(12). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (13)(14).

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

High Risk

eBay 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. eBay has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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