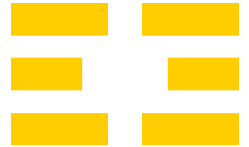




## Alcoa

Locations: Pennsylvania (HQ)  
Industries: Materials

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Alcoa, an aluminum company, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Alcoa covers transgender-related medical costs for its employees and their children and forces employees to undergo multiple ideological trainings. The company supports the Equality Act and discriminates against some religious organizations in its charitable giving. However, Alcoa has not used its political contributions for ideological purposes. For these reasons, Alcoa 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.** **Medium Risk**

*Alcoa received a score of 85 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 [\(1\)](#)[\(2\)](#). Alcoa has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Alcoa's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(1\)](#)[\(2\)](#)*

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

*Alcoa's HRC 2023 CEI rating 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 [\(1\)](#)[\(2\)](#). Alcoa 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. Medium Risk**

*Alcoa signed an open letter in support of the Equality Act [\(1\)](#).*

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

*Alcoa's HRC 2023 CEI rating 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 [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. Otherwise, there are no publicly known cases of Alcoa using its corporate funds to advance ideological causes, organizations, or policies.*

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

*Alcoa has not used its PAC donations or lobbied for ideological purposes [1](#)[2](#)[3](#).*

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