

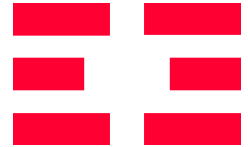


360 Behavioral Health

Locations: California (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

DESCRIPTION:

360 Behavioral Health scored a 70 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC’s controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers some transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. 360 Behavioral Health uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. 360 Behavioral Health does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. The company is an "affirmative action employer". For these reasons, 360 Behavioral Health receives a High Risk rating.

Corporate Weaponization

Has canceled 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

360 Behavioral Health’s HRC 2023-2024 CEI rating indicates 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). However, 360 Behavioral Health has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

360 Behavioral Health’s HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). 360 Behavioral Health does not publish charitable giving guidelines (3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

According to 360 Behavioral Health’s DEI page, it is in their vision to uphold the following goals: “Identify, guide, and develop diversity, equity, and inclusion initiatives, practices, and programs, including those that protect the rights of LGBTQ+ partners and promote their well-being. Provide education and training on LGBTQ+ issues and allyship to all partners to foster understanding and acceptance” (1). 360 Behavioral Health does not provide viewpoint protections for its employees. The company is an “affirmative

action employer" (2)(3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

360 Behavioral Health's HRC 2023-2024 CEI rating 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. Additionally, 360 Behavioral Health heavily advocates that "Diversity within our organization is the cornerstone that drives all facets of our operations" in their Diversity – Equity – Inclusion statement (3).

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

360 Behavioral Health's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical procedures for covered employees and dependents, including children. This may include 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 360 Behavioral Health using corporate funds to advance ideological causes, organizations, or policies (3).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

360 Behavioral Health's HRC 2023-2024 CEI rating 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. 360 Behavioral Health does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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