



Invitae Corporation

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Medium Risk

DESCRIPTION:

Invitae Corporation, a biotechnology company, vets vendors according to LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Invitae also signed multiple statements in opposition to anti-LGBTQ legislation. However, the company does not appear to discriminate against religious organizations in its charitable giving. Invitae opposed various state and local legislation intended to protect parental rights, girls'™ sports, bathroom facilities, and gendered spaces. However, the company has not used its corporate funds or lobbied for ideological purposes. For these reasons, Invitae Corporation 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**

Invitae has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in its nondiscrimination policy (1). However, the company has not publicly terminated business relationships due to political views or religious beliefs.

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

Invitae does not appear to discriminate against religious organizations in its charitable giving. The company focuses on funding organizations that support genetic counseling programs as well as wider STEM education efforts (1)(2).

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

Invitae 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. High Risk

Invitae opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade [\(12\)](#).

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

Invitae has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

Invitae does not operate a PAC at this time but has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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