



Cloudflare

Locations: California (HQ)
Industries: Data Security

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Cloudflare 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 philanthropic support. Cloudflare forces employees to undergo multiple ideological trainings and uses its corporate funds to support controversial sex and gender ideologies and organizations. The company does not provide viewpoint protections for its employees. However, Cloudflare has not publicly terminated business relationships based on views or beliefs. The company also hosts internal "antiracism" and "unconscious bias" trainings for its employees. However, Cloudflare has not lobbied for ideological purposes. For these reasons, Cloudflare 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. **Lower Risk**

Cloudflare's CEO proudly supports free speech and has resisted pressure to terminated business relationships with some sites that have been criticized by other tech companies (1). The company 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. **N/A**

Cloudflare does not publish charitable giving guidelines.

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

Cloudflare'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 and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company 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

Cloudflare hosts internal “antiracism” and “unconscious bias” trainings for its employees ([1](#)).

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

Cloudflare’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.

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