



J. Crew Group

Locations: New York (HQ)
Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

J. Crew Group scored a 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, J. Crew Group, LLC 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. J. Crew uses its reputation and corporate funds to support controversial sex and gender ideologies and organizations. J. Crew 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 is a gold partner of PFLAG and signed onto a public letter encouraging legal protections for abortions. J. Crew also offers Pride-related apparel for children. For these reasons, J. Crew 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**

J. Crew received a score of 70 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, J. Crew has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

J. Crew⁽¹⁾⁽²⁾.

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

J. Crew does not provide viewpoint protections for its employees ⁽¹⁾. J. Crew provides gender transition guidelines for its employees (⁽²⁾⁽³⁾.

Corporate Governance and Public Policy

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

J. Crew sells Pride-related apparel for children (1)(23).

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

J. Crew 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). The company 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 (5)(67)(8)(9).

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

N/A

J Crew does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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