



# U.S. Physical Therapy

Subsidiaries: USPh

Locations: Texas (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

U.S. Physical Therapy does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, U.S. Physical Therapy does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

## 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.** Lower Risk

*U.S. Physical Therapy has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*U.S. Physical Therapy does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*U.S. Physical Therapy appears to prioritize diversity over merit in its recruitment. From its 2023 ESG report: "Our internal recruiters and local partnership leaders work with historically black colleges and universities (HBCUs)...enhance diversity in our applicant pools. In 2022, more than 61% of our clinical hires and more than 72% of all Company hires were diverse by gender, race, or ethnicity" (1). U.S. Physical Therapy does not provide viewpoint protections for its employees (2)(3).*

## Corporate Governance and Public Policy

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

*U.S. Physical Therapy's CEO Chris Reading signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to*

promote DEI through bias education training in the workplace (1)(2). Otherwise, there are no publicly known cases of U.S. Physical Therapy using its reputation to advance ideological causes or policies (3).

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

U.S. Physical Therapy has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

U.S. Physical Therapy does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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