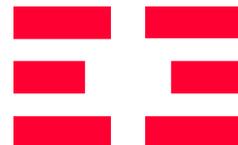




# Rapid7

Locations: Massachusetts (HQ)  
Industries: Software and Services

## RISK LEVEL:



High Risk

### DESCRIPTION:

Rapid7 is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Rapid7 embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard 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. Medium Risk**

*Rapid7 received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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). Rapid7 requires its suppliers to abide by its sustainability policy and develop their own sustainable business practices. The company also encourages its suppliers to align initiatives with the Paris Climate Agreement (3)(4). However, Rapid7 has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).*

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

*Rapid7's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Rapid7 Foundation does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are STEM education, DEI in technology, open source tools and volunteering, research policy and advocacy (3).*

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

*Rapid7's HRC 2025 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Rapid7 requires its employees to take DEI training and offers "gender-neutral restrooms, showers and mother's suites" (3)(4). The company does not provide viewpoint protections for its employees (5).*

## Corporate Governance and Public Policy

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

Rapid7's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company's signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (3)(4). Rapid7 was a signatory of the Health Sector Pledge, committing itself to interview at least one "person of color for every open VP, C-Suite, and Board position" (5)(6). The company supports DEI within its business practices, "Diversity, Equity & Inclusion is central to our core values at Rapid7" (7).

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

Rapid7's HRC 2025 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). The company funds New Commonwealth Racial Equity and Social Justice, an organization committed to address and eliminate systemic racism and racial inequity (3)(4). In 2022, Rapid7 donated \$50,000 to Cyversity and donated \$50,000 to Hack.Diversity in 2023 (5)(6)(7)(8). Otherwise, there are no publicly known cases of Rapid7 using corporate funds to advance ideological causes, organizations, or policies (9).

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

Rapid7's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Rapid7 does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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