

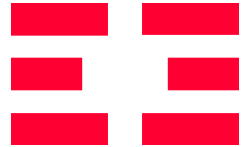


# Dick's Sporting Goods

Locations: Pennsylvania (HQ)

Industries: Retailing

RISK LEVEL:



High Risk

## DESCRIPTION:

Dick's Sporting Goods (DSG) scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, DSG 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. DSG forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. DSG 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 stopped selling certain gun accessories and "assault-style" weapons in 2018. America First Legal filed a letter with the EEOC requesting a civil rights investigation into DSG over discriminatory practices in hiring. DSG does not provide protections against viewpoint discrimination. For these reasons, Dick's Sporting Goods receives a High 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**

*DSG received a score of 100 on the 2023 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).*

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

*DSG(1)(2).*

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

*DSG 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). DSG(3). America First Legal filed a letter with the EEOC requesting a civil rights investigation into DSG over discriminatory practices in hiring (4)(5).*

## Corporate Governance and Public Policy

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

DSGng indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. (3). DSG's CEO Edward Stack is a signatory to CEOs For Gun Safety (4).

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

(1)(2)(3)(4)(5). 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. America First Legal opened a civil rights investigation against the company for violating the Pregnancy Discrimination Act of 1978 by covering abortion costs but not maternity leave for mothers who choose life (8)(9)(10). The company is a corporate partner of the National LGBT Chamber of Commerce (11)(12).

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

**High Risk**

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

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