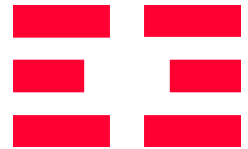




Nordstrom

Locations: Washington (HQ)
Industries: Retailing

RISK LEVEL:



High Risk

DESCRIPTION:

Nordstrom 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, Nordstrom 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. Nordstrom 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. The company 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. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Nordstrom over discriminatory practices in hiring. Nordstrom pledged \$5 million to BLM and related causes. Nordstrom is a gold partner of the Human Rights Campaign (HRC) and has supported the Equality Act. Nordstrom opposed various state-level bills, such as an election security bill in Georgia. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Nordstrom denounced various states' legislative efforts to protect election integrity and security. For these reasons, Nordstrom 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**

Nordstrom received a score of 100 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)(3). Due to its diversity hiring practices, America First Legal filed a complaint with the EEOC about Nordstrom's allegedly illegal hiring practices (4). However, the outcome of the complaint remains to be seen.

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

Nordstrom (1)(2)(3).

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

High Risk

Nordstrom 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)(3). Nordstrom protects its employees against viewpoint discrimination (4)(5). America First Legal filed a letter with the EEOC requesting a civil rights investigation into Nordstrom over discriminatory practices in hiring (6)(7).

Corporate Governance and Public Policy

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

Nordstrom indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2)(3). By doing so, the company risks dividing employees, alienating customers and harming shareholders (4). Nordstrom has opposed a Georgia election security bill (56). Nordstrom created a Pride Month campaign in support of the Hetrick-Martin Institute (789).

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

Nordstrom 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)(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)(8). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (9)(10)(11)(12). Nordstrom is a Gold partner of the HRC (13). Nordstrom has partnered with a Seattle-based Pride organization focused on programs for youths under the age 18 (14).

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

High Risk

Nordstrom indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Nordstrom does not operate a PAC or report on its lobbying at this time (4)(5)(6).

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