



# BMC Software

Locations: Texas (HQ)

Industries: Software and Services

## RISK LEVEL:



High Risk

### DESCRIPTION:

BMC Software scored a 90 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, BMC Software 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. BMC Software uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. BMC does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships due to views or beliefs and does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, BMC 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**

*BMC received a score of 90 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). However, the company has not publicly terminated business relationships due to views or beliefs.*

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

**High Risk**

*1). BMC (2)(3)(4).*

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

**High Risk**

*BMC does not provide viewpoint protections for its employees (1). BMC's HRC 2023 CEI rating indicates 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 (2)(3)(4).*

## Corporate Governance and Public Policy

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

*BMC is a member of the Business Coalition for the Equality Act (1). BMC's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (2)(3)(4). By doing so, the company risks dividing employees, alienating customers and harming shareholders.*

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

*BMC's HRC 2023 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 (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4).*

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

*BMC's HRC 2023 CEI rating 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. BMC does not operate a PAC or engage in lobbying at this time (4)(5)(6).*

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