



## Paycor

Locations: Ohio (HQ)

Industries: Accounting Payroll & HR Services

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Paycor does not publish a nondiscrimination policy. However, Paycor has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Paycor does not appear to discriminate against faith-based charities in its giving. Paycor has not used its reputation or corporate dollars to advance ideological agendas or groups hostile to freedom of expression. For these reasons, Paycor receives a Lower 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.** Lower Risk

*Paycor has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*1). Due to Paycor's DEI plan stating the need for "inclusion for all," its charitable giving requirements does not appear to include religious organizations (2).*

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

*Paycor does not publish a nondiscrimination policy (1).*

### Corporate Governance and Public Policy

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

*Paycor's diversity initiatives are wholly internal, and the company has not used its corporate reputation to externally advance ideological agendas (1)(2).*

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

*Paycor has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

**N/A**

*Paycor does not make political donations to candidates or causes and has a policy of staying out of politics in general (1). Paycor does not operate a PAC or engage in lobbying at this time (2)(3)(4).*

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