

**DESCRIPTION:**

Douglas Elliman does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Douglas Elliman provides a benefits package for employees which covers travel/lodging costs for an abortion. However, it does not appear to discriminate against charitable organizations based on views or beliefs and has not used its reputation for ideological purposes. For these reasons, Douglas Elliman receives a Medium 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

Douglas Elliman has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs [\(1\)](#).

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

Douglas Elliman does not appear to discriminate against charitable organizations based on views or beliefs [\(1\)](#)[\(2\)](#).

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

Douglas Elliman does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

Douglas Elliman has not supported ideological causes or policies [\(1\)](#).

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

Douglas Elliman provides a benefits package for employees which covers travel/lodging costs for an abortion (1). The company stated, "Douglas Elliman stands firmly behind women and their reproductive rights" (2).

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

N/A

Douglas Elliman does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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