

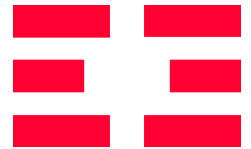


**Amtrak**

Subsidiaries: Penn Station, The National Railroad Passenger Corporation  
Locations: Washington D.C. (HQ)  
Industries: Transportation

**1792**  
EXCHANGE

**RISK LEVEL:**



**High Risk**

## DESCRIPTION:

The National Railroad Passenger Corporation, known to the public as Amtrak, is a quasi-public transportation service headquartered in Washington, D.C. By complying with the HRC's controversial demands, Amtrak 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. Amtrak 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. Amtrak prioritizes diversity over merit in its business structure, including its recruitment and supply chain. It does not provide viewpoint protections for its employees. For these reasons, Amtrak receives a Higher 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**

*The National Railroad Passenger Corporation, known to the public as Amtrak, scored a 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). However, Amtrak has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Amtrak's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Amtrak does not discriminate against charitable organizations based on views or beliefs. Its charitable giving focus areas are people, preservation, and protection (3)(4).*

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

*Amtrak's HRC 2023 CEI rating 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). Amtrak's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias*

education training in the workplace (3)(4). The company offers unconscious bias education to its employees and an Inclusive Management course (5). Amtrak supports diversity over merit in its business practices, including its recruiting and supply chain (6). Amtrak does not provide viewpoint protections for its employees. Amtrak describes itself as an Affirmative Action employer (7).

## Corporate Governance and Public Policy

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

Amtrak'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 (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Amtrak hosted a workshop on microaggressions. Amtrak supports DEI within its business practices, employing a Lead Diversity Program Recruiter (3). Amtrak is committed to net zero emissions by 2045 (4).

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

Amtrak's 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Amtrak'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). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Amtrak does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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