



Avis Budget Group

Subsidiaries: Payless Car Rental

Locations: New Jersey (HQ)

Industries: Transportation

RISK LEVEL:



Medium Risk

DESCRIPTION:

Avis vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, though the company has not publicly terminated business relationships based on views or beliefs. The company covers transgender-related medical costs for its employees and their children. Avis discriminates against religious charities, and the company ended its discount for NRA members in 2018. The company does not have viewpoint protections for its employees. Avis has supported the Black Lives Matter movement and endorsed GLAAD. However, Avis has not used corporate donations or PAC funding to contribute to ideological organizations. For these reasons, Avis 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. **Medium Risk**

Avis received a score of 50 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, Avis 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**

Avis will not match employee donations to religious organizations (1). In 2018, Avis also announced that it had ended its discount program for NRA members amid social pressure (2). The company's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

Avis 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. Medium Risk

[1](#)). Avis also does a yearly LGBTQ Pride event in support of GLAAD [2](#)).

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

Avis' 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 [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.

Lower Risk

The Avis Budget Group PAC has been largely inactive for several years [1](#)). However, donations in previous election cycles show a pattern of bipartisan giving in accordance with business interests [2](#)).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023