


CSX

Subsidiaries: CSX Transportation

Locations: Florida (HQ)

Industries: Transportation

RISK LEVEL:

Medium Risk
DESCRIPTION:

CSX Corporation, a railway transportation company, has not publicly terminated business relationships due to views or beliefs. By complying with Human Rights Campaign's controversial demands, CSX increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. CSX uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not provide viewpoint protections for its employees. The company does not discriminate against charitable organizations based on views or beliefs. For these reasons, CSX 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**

CSX received a score of 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (1)(2). CSX 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. **Lower Risk**

CSX will not provide charitable grants to "religious organizations not registered with the IRS," implying that the company will provide to religious organizations that have procured a 501(c)(3) nonprofit status (1)(2). CSX does not discriminate against charitable organizations based on views or beliefs.

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

CSX 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

CSX indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. CSX has not supported ideological causes or policies (3)(4)(5).

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

CSX 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). customers and harming shareholders.

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

CSX 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. CSX has not used its PAC donations for ideological purposes (3)(4).

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