

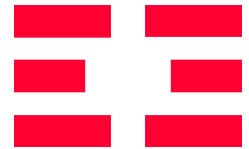


SAIC (Science Applications International Corporation)

Locations: Virginia (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, SAIC (Science Applications International Corporation) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. SAIC uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. SAIC is a brass sponsor of Out & Equal and the company's CEO signed the CEO Action for Diversity and Inclusion pledge. SAIC regularly supports LGBTQ Pride. For these reasons, SAIC receives a High 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**

SAIC received a score of 85 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, the company 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**

SAIC (1)(2).

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

SAIC does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

SAIC 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. SAIC's CEO (34). It was also named Top Employer for Diversity & Inclusion by Forbes (5). SAIC and the Equality Alliance also take part in Major League Baseball LGBTQ events and local pride parades (6).

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

SAIC 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. Through its employee resource group Equality Alliance, "SAIC sponsors, volunteers and supports employee activities at a host of regional Pride celebrations," such as Youth Pride Fest in Oak Ridge, Tennessee; Upper Cumberland Pride in Cookeville, Tennessee; Capital Pride Festival in Washington, D.C.; San Diego Pride Festival in San Diego, California (3). SAIC is a brass sponsor of Out & Equal (4).

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

High Risk

SAIC'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. SAIC (3)(4)(5).

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