



ODP (Office Depot)

Locations: Florida (HQ)

Industries: Retailing

RISK LEVEL:



Lower Risk

DESCRIPTION:

ODP, the owner of Office Depot, Officemax, and other office supply retailers, vets vendors according to LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. In one instance, an employee tried to stop a customer from printing anti-abortion fliers, but management intervened and apologized. The company did pause advertising on Laura Ingraham's Fox News show in 2018 due to controversy surrounding the Parkland shooting. ODP supports the Equality Act and is a corporate partner of the National LGBT Chamber of Commerce. However, the company protects customers and employees from viewpoint discrimination, does not discriminate against religious organizations in its charitable giving, and has not used its PAC contributions for ideological purposes. For these reasons, ODP receives a "Lower 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**

In 2015, an Office Depot employee refused to print a suburban Illinois woman's anti-abortion fliers, claiming that the fliers violated company policy (1). However, ODP corporate quickly apologized and allowed the woman to print the fliers (2). ODP and its subsidiaries have not had further incidents of disallowing business relationships for political or religious purposes. Office Depot received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (3). Among other requirements, this means the company has pledged to vet vendors for LGBTQ policies.

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

The ODP Foundation will make grants to religious organizations that "serve the general public on a non-denominational basis" (1)(2).

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

ODP protects employees from religious and viewpoint discrimination (1).

Corporate Governance and Public Policy

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

ODP is a member of the Business Coalition for the Equality Act (1). In 2018, Office Depot announced that it would halt its advertising on Laura Ingraham's Fox News show after controversy surrounding the Parkland shooting (2).

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

1). Otherwise, it has not funded ideological organizations or causes hostile to freedom of expression (2)(3)(4).

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

N/A

ODP does not operate a PAC.

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