

**Jefferies****Jefferies Financial Group**

Locations: New York (HQ)

Industries: Diversified Financials

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Jefferies vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Jefferies funds employee travel for an abortion, pledged \$1 million to pro-abortion groups, and is a brass sponsor of Out & Equal. However, it does not discriminate against charitable organizations based on views or beliefs and has not used its reputation for ideological purposes. For these reasons, Jefferies 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**

*Jefferies has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, it 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.** **Lower Risk**

*While Jefferies' gift-matching guidelines do not permit gifts for religious proselytizing, there are no guidelines restricting donations to faith-based organizations (1). Jefferies does partner with faith-based organizations such as Habitat for Humanity (2).*

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

*Jefferies 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.** **Lower Risk**

*Jefferies has not supported ideological causes or policies (1)(2).*

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

*After the Supreme Court decided to overturn Roe v. Wade, Jefferies announced that it would cover abortion-related travel benefits for employees and donate \$1 million to pro-abortion organizations (1). Jefferies is a brass sponsor of Out & Equal (2).*

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

**N/A**

*Jefferies does not operate a PAC at this time (1)(2).*

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