



## Pacific Life

Locations: California (HQ)  
Industries: Insurance

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Pacific Life scored an 80 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Pacific Life increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Pacific Life forces employees to undergo multiple ideological trainings and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs or used its reputation for ideological purposes. For these reasons, Pacific Life 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**

*Pacific Life received a score of 80 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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, Pacific Life has not publicly terminated business relationships due to religious beliefs or political views.*

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

*(1)(2). Pacific Life does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services (3).*

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

*indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company has an internal "Inclusive Language Guide," but there are no public details as to what the guide entails and its enforcement (3). Pacific Life does not provide viewpoint protections for its employees (4)(5).*

## Corporate Governance and Public Policy

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

*Pacific Life has not supported ideological causes or policies [\(1\)](#).*

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

*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 [\(1\)](#)[\(2\)](#). customers and harming shareholders.*

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

*Pacific Life has not used its PAC donations for ideological purposes but lobbied for, "Commission to Study the Stigmatization, Criminalization, and Ongoing Exclusion and Inequity for LGBTQ Servicemembers and Veterans Act" [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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