

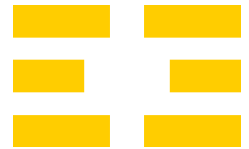


Mutual of Omaha

Locations: Nebraska (HQ)

Industries: Insurance

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRCâ€™s controversial demands, Mutual of Omaha 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, and philanthropic support. Mutual of Omaha forces employees to undergo multiple ideological trainings. The company does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Mutual of Omaha has not used its reputation or political contributions for ideological purposes. For these reasons, Mutual of Omaha Insurance 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**

Mutual of Omaha received a score of 70 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)(3). However, the company 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**

Mutual of Omaha's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Mutual of Omaha 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**

Mutual of Omaha's HRC 2023 CEI rating 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 (1)(2)(3). Mutual of Omaha provides viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

Mutual of Omaha has not supported ideological causes or policies [\(1\)](#).

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

Mutual of Omaha's HRC 2023 CEI rating 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 [\(1\)](#)[\(2\)](#)[\(3\)](#).

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

Mutual of Omaha has not used its PAC donations or lobbying for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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