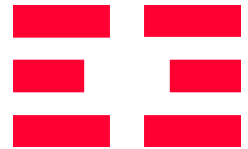




# MGM Resorts International

Locations: Nevada (HQ)  
Industries: Consumer Services

RISK LEVEL:



High Risk

## DESCRIPTION:

MGM Resorts International (MGM), received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC). By complying with Human Rights Campaign's controversial demands, MGM Resorts International 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. MGM forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. MGM does not provide its employees with protections against viewpoint discrimination, though the company has not publicly terminated business relationships based on views or beliefs. MGM is a silver partner of the Human Rights Campaign (HRC) and funds multiple LGBTQ organizations. MGM supports the Equality Act. For these reasons, MGM Resorts International 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**

*MGM received a score of 85 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, MGM 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). MGM does not discriminate against religious organizations in its charitable giving. However, it will only give to religious organizations that provide non-sectarian services. The MGM Resorts Foundation will not fund "religious organizations that do not have valid 501(c)(3) status, and that do not provide services open to the general public" (3).*

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

*MGM'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 and a specific benefits guide with a*

comprehensive explanation of transgender services funded by the company (1)(2). MGM does not provide viewpoint protections for its employees (3).

## Corporate Governance and Public Policy

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

MGM's HRC 2023 CEI rating 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. MGM signed an open letter in support of the Equality Act (3).

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

MGM'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. 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. MGM is a Silver Partner of the HRC and a founding partner of an HRC branch in Las Vegas, Nevada (3)(4). The company is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (5)(6).

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

MGM'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. MGM Resorts has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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