

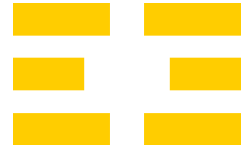


Norfolk Southern

Locations: Georgia (HQ)

Industries: Transportation

RISK LEVEL:



Medium Risk

DESCRIPTION:

Norfolk Southern scored an 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Norfolk Southern increases the risk of dividing employees, alienating customers and harming shareholders. The company uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Norfolk Southern does not donate to faith-based institutions or provide viewpoint protections for its employees. However, it has not publicly terminated business relationships due to views or beliefs. The company also has a supplier diversity program that preferences supplier relationships according to ownership, such as LGBTQ-owned companies. Norfolk Southern supports the Equality Act, and it has donated to the Equality PAC. However, Norfolk Southern has not funded ideological organizations hostile to freedom of expression. For these reasons, Norfolk Southern 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.

Lower Risk

Norfolk Southern has not publicly terminated business relationships due to views or beliefs.

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

High Risk

[1](#).

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

High Risk

Norfolk Southern indicates the company provides gender transition guidelines for its employees ([1](#))([2](#)). Norfolk Southern does not provide protections against viewpoint discrimination ([3](#)).

Corporate Governance and Public Policy

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

Norfolk Southern indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. Norfolk Southern's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). Moreover, Norfolk Southern preferences "diverse" suppliers such as companies that are LGBTQ owned, African-American owned, and other categories (4)(5). Norfolk Southern is member of the Business Coalition for the Equality Act (6).

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

Norfolk Southern indicates 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. There are no publicly known instances of Norfolk Southern using corporate funds to support ideological groups hostile to freedom of expression (3)(4).

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

Norfolk Southern 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. Norfolk Southern donated \$5,000 to the Equality PAC in 2022, but has not used its lobbying for ideological purposes (3)(4)(5).

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