



Zappos

Locations: Nevada (HQ)
Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Zappos is an online retailer of shoes and clothing. It has not terminated business relationships due to ideological beliefs. Zappos does not have viewpoint protections for its employees. Zappos has donated to ideological groups such as Color of Change and supports Pride movements and Black Lives Matter (BLM). Zappos does not protect employees from viewpoint discrimination. For these reasons, Zappos 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

There are no publicly known cases of Zappos terminating business relationships due to religious or political beliefs.

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

Zappos limits its charitable giving to children's education and shoe and clothing drives (1). It does not publish any rules prohibiting partnerships with faith-based charities (2).

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

Zappos does not protect employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

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

Zappos advocated for the LGBTQ movement and created a webpage to shop its Pride Collection (1). Zappos published a statement and the names George Floyd, Breonna Taylor, Ahmaud Arbery, and Tony McDade on the front page of its site in support of BLM (2).

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

Zappos has donated to Color of Change ([1](#)).

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

N/A

Zappos does not operate a PAC.

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