



Zappos

Locations: Nevada (HQ)

Industries: Retailing

RISK LEVEL:



Lower Risk

DESCRIPTION:

Zappos is an online retailer of shoes and clothing. It does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company has donated to ideological groups such as Color of Change and supports Black Lives Matter (BLM). However, it does not discriminate against charitable organizations based on views or beliefs. For these reasons, Zappos receives a Lower Risk rating.

Corporate Weaponization

Has canceled 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

Zappos has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.

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

Zappos does not discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Zappos does not publish a nondiscrimination policy.

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk

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 (1).

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). Otherwise, it has not supported ideological causes or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Zappos does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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