

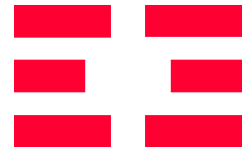


Arthur J. Gallagher

Locations: Illinois (HQ)

Industries: Insurance

RISK LEVEL:



High Risk

DESCRIPTION:

Arthur J. Gallagher fired an employee for religious expression at work and was successfully sued by the Equal Employment Opportunity Commission (EEOC) in 2019. Gallagher has been EEOC compliant since then. Arthur J. Gallagher scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Arthur J. Gallagher increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Arthur J. Gallagher 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. Gallagher offers unconscious bias training for its employees. The company's CEO, J. Patrick Gallagher, Jr., signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Gallagher is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, Gallagher receives a High 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. High Risk

Gallagher's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). In 2019, Arthur J. Gallagher fired an employee who was fasting and meditating for Lent, despite the employee's history of good performance (3). The Equal Employment Opportunity Commission found that Arthur J. Gallagher & Co. engaged in religious discrimination, and the company paid a \$40,000 settlement, implemented anti-discrimination training for executives, and increased its annual reporting to the EEOC as part of a two-year consent decree resolving the EEOC's claims (4). The company does provide special consulting and financial management services to churches and other faith-based organizations, in contrast to the earlier allegations of discrimination (5).

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

Gallagher's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Gallagher does not publish charitable giving guidelines.

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

High Risk

Gallagher's HRC 2023-2024 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 and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Gallagher offers unconscious bias training for its employees (3).

Corporate Governance and Public Policy

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

High Risk

Arthur J. Gallagher's HRC 2023-2024 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. The company's CEO, J. Patrick Gallagher, Jr., signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). Gallagher published a "Transgender Allyship Guide" and added pronouns to its email signatures (5).

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

High Risk

Gallagher's HRC 2023-2024 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. Gallagher is a corporate partner of the National LGBT Chamber of Commerce (3). The company also established a multi-year partnership with the Legacy Project Education Initiative and It Gets Better Project (4).

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

High Risk

Arthur J. Gallagher's HRC 2023-2024 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. Arthur J. Gallagher does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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