



Paycom

Locations: Oklahoma (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

Paycom, a software company, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Paycom has not used its reputation or corporate funds for ideological purposes. The company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Paycom receives a Lower 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

Paycom has not publicly fired 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

Paycom does not appear to discriminate against charitable organizations based on views or beliefs. The company engages in occasional charitable grantmaking and provides special services to nonprofits [\(1\)](#)[\(2\)](#).

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

Paycom does not provide viewpoint protections for its employees [\(1\)](#).

Corporate Governance and Public Policy

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

Paycom has not supported ideological causes or policies [\(1\)](#).

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

Paycom has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

Paycom does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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