



## SendGrid

Locations: Colorado (HQ)  
Industries: Email Marketing

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

SendGrid, an email marketing company, protects its employees against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. SendGrid has previously hosted mandatory unconscious bias trainings for all employees but has not used its corporate funds for ideological purposes. The company does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, SendGrid 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

*SendGrid 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

*SendGrid does not appear to discriminate against charitable organizations based on views or beliefs [\(1\)](#).*

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

*SendGrid protects its employees against viewpoint discrimination [\(1\)](#).*

### Corporate Governance and Public Policy

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

*SendGrid has partnered with Flatirons LGBTQ Tech Group to expand its employee resource groups [\(1\)](#). The company began unconscious bias trainings for employees in 2015 [\(2\)](#).*

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

*SendGrid has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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

**N/A**

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

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