



# ZipRecruiter

Locations: California (HQ)

Industries: Commercial and Professional Services

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

ZipRecruiter, an online employment marketplace, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. ZipRecruiter 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, ZipRecruiter 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

*ZipRecruiter 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

*ZipRecruiter does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable work is primarily focused on assisting with youth education, skill development, and assisting veterans departing the military (1).*

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

*ZipRecruiter does not provide viewpoint protections for its employees (1)(2).*

### Corporate Governance and Public Policy

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

*ZipRecruiter 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**

*ZipRecruiter has not used corporate funds to advance ideological causes, organizations, or policies.*

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

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

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