



VIAVI Solutions

Subsidiaries: Acterna LLC, Inertial Labs Inc., DSU Acterna Holdings LLC, Optical Coating Laboratory LLC, Viavi Solutions Inc.
 Locations: Arizona (HQ)
 Industries: Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

VIAVI Solutions is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

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. Medium Risk

VIAVI Solutions promotes divisive sex and gender policies. Its Channel Partner Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

VIAVI Solutions does not publish charitable giving guidelines (1).

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

VIAVI Solutions offers unconscious bias training to its employees (1). The company is an affirmative action employer. "VIAVI Solutions is an equal opportunity and affirmative action employer minorities/females/veterans/persons with disabilities" (2)(3). VIAVI Solutions does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

VIAVI Solutions supports DEI within its business practices. From its 2024 ESG Report: "Our DEI Mission represents our commitment to fostering, cultivating, and preserving a culture of Diversity, Equity, and Inclusion at VIAVI. We are incorporating DEI into our People Strategy. Our Diversity, Equity, and Inclusion Pillars embody our approach as we make progress in this space." It supports ESG within its business practices: "Throughout this report we define ESG as a way of categorizing the non-financial factors which impact a company's long-term performance as well as a strategy for integrating relevant and priority ESG factors into our business to operate in a sustainable manner and realize long-term value" (1). The company has a history of divisive corporate policies and practices. However, in 2025, the company removed DEI and ESG from its 10-K and Proxy Statement. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (2)(3).

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

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

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

VIAVI Solutions does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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