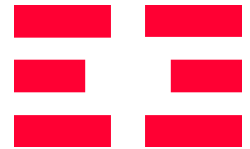



Optum

Locations: Minnesota (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:

High Risk
DESCRIPTION:

Optum, a healthcare services provider, is owned by UnitedHealth Group, who scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. UnitedHealth Group 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. Optum does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. Optum uses its corporate reputation to support the Black Lives Matter movement. For these reasons, Optum receives a High 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. **Medium Risk**

Optum has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. UnitedHealth Group received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

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

Optum does not discriminate against charitable organizations based on views or beliefs (1)(2). UnitedHealth Group's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (3)(4).

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

Optum does not provide viewpoint protections for its employees (1)(2). UnitedHealth Group 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 (3)(4).

Corporate Governance and Public Policy

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

In 2021, Optum created an online program to inform providers on how to care for LGBTQ patients (1). Optum partners with OutCare, an LGBTQ organization to train the Optum call center staff to be able to better communicate with LGBTQ patients (2). Optum is a proponent of DEI policies and causes (3). UnitedHealth Group indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (4)(5).

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

UnitedHealth 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). Optum has not used corporate funds to advance ideological causes, organizations, or policies (3).

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

High Risk

UnitedHealth Group indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). Optum does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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