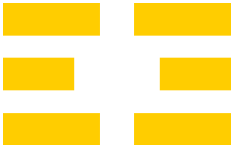




**Deltek**

Locations: Virginia (HQ)  
Industries: Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Deltek does not protect its employees against viewpoint discrimination and uses its corporate reputation to advance LGBTQ causes and "inclusive language" in software. However, Deltek does not use its corporate funds to advance ideological organizations hostile to freedom of expression. The company has not publicly terminated any business relationships due to beliefs. For these reasons, Deltek receives a Medium 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

Deltek 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. N/A

Deltek’s charitable giving program, #DeltekCares has not published its charitable giving guidelines (1).

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

Deltek 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. Medium Risk

Deltek advocates for LGBTQ causes by incorporating gender pronouns into emails, Pride Month celebrations, and removal of “exclusive language from software code that may have a negative connotation” (1)(2).

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

*Deltek has not used its corporate funds to advance ideological organizations hostile to freedom of expression ([1](#))([2](#)).*

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

**N/A**

*Deltek does not operate a PAC at this time ([1](#)).*

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