

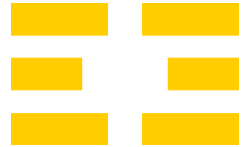


Old Navy

Locations: California (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Old Navy vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. Old Navy covers the cost of "medically necessary transition-related care" for its employees and their children. Gap indirectly supports Planned Parenthood. Old Navy uses its corporate reputation and funds to advance LGBTQ causes. Gap, its parent company has used its reputation to advance ideological causes including LGBTQ causes, and launching a billboard in Times Square against systemic racism. Old Navy does not discriminate against charitable organizations based on views or beliefs. For these reasons, Old Navy 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. **Medium Risk**

Gap Inc., Old Navy's parent company, received a score of 100 on the Corporate Equality Index (CEI) from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1). Old Navy 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**

Despite saying that the company will not match gifts to religious organizations, Gap and Old Navy will donate to religious charities (including programs run by a house of worship) that "perform a social service" (1)(2).

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

Old Navy 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. High Risk

[1](#)/[2](#)). The company has signed open letters in support of the Equality Act and supporting transgender participation in youth sports ([3](#))([4](#)). Gap has embraced the Black Lives Matter movement, including launching a billboard in Times Square in June 2020 in the wake of the events surrounding George Floyd ([5](#)). Gap opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity and sexual orientation in schools to kids in K-3rd grade ([6](#)). During Pride Month, Old Navy hosts Purple 4th in support of LGBTQ Pride ([7](#)). Old Navy stated that it plans to double representation of “Black and Latinx” employees by 2025 ([8](#))

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

Gap indirectly supports Planned Parenthood through third parties ([1](#)). Old Navy donated 10% of all proceeds made through its PRIDE campaign to “It Gets Better” an LGBTQ organization ([2](#)). Old Navy signed the Fifteen Percent Pledge and “committed to dedicate 15% of their shelf space to Black-owned brands” ([3](#))([4](#)). Old Navy has partnered with EmbraceRace and the NAACP to facilitate “conversations about race at home” ([5](#))

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

Gap Inc, Old Navy’s parent company has not used its PAC for ideological purposes and has not donated to ideological PACs ([1](#))([2](#))

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