

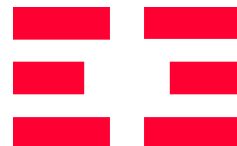
## Robert Half

Subsidiaries: Protiviti

Locations: California (HQ)

Industries: Accounting Payroll &amp; HR Services, Commercial and Professional Services

### RISK LEVEL:

**High Risk**

### DESCRIPTION:

Robert Half covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in vendor selection and philanthropic support. Robert Half frequently uses its reputation to support LGBTQ organizations and has partnerships with multiple ideological organizations including Out& Equal and The National Urban League. Robert Half publicly advocates for other companies to implement ESG policies. Robert Half and Protiviti are committed to bias education training in the workplace. However, the company has not publicly terminated business relationships based on political views or religious beliefs. For these reasons, Robert Half 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**

Robert Half's [\(1\)](#)[\(2\)](#).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.** **High Risk**

Robert Half [\(1\)](#)[\(2\)](#). Robert Half does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services [\(3\)](#)[\(4\)](#).

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

Robert Half CEO M. Keith Waddel and Protiviti CEO Joseph A. Tarantino have signed the CEO Action for Diversity and Inclusion Pledge, which includes a commitment to promote DEI through bias education training in the workplace [\(1\)](#)[\(2\)](#)[\(3\)](#). Robert Half does not provide viewpoint protections for its employees [\(4\)](#).

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

Robert Half attended Lesbians Who Tech & Allies 2022 Pride Summit, and co-hosted a panel with It Gets Better, an LGBTQ organization (1). Protiviti has participated in a virtual Lesbians Who Tech summit, and a summit hosted by Out & Equal (2). Robert Half advocated for other companies to implement ESG criteria in a blog post called, "Why an ESG Program Is Critical to the New Social Contract With Your Employees" (34). Robert Half scored a 65 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (5)(6).

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

Robert Half 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Robert Half and Protiviti are copper sponsors of Out & Equal (3). Robert Half has an alliance with the National Urban League (4). Robert Half and its subsidiary Protiviti are corporate partners of the National LGBT Chamber of Commerce (5). Protiviti has also donated to the U.K.'s House of Pride to raise funds for the Stonewall Housing and Gay Times (6). Robert Half is a partner of the Catalyst and the Gender and Diversity KPI Alliance (7).

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

**N/A**

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

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