

**DESCRIPTION:**

Scheels which is a sporting goods store, has not publicly terminated business relationships based on views or beliefs. Scheels does not protect its employees from viewpoint discrimination. For these reasons, Scheels receives a Lower 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

Scheels has not publicly fired customers, suppliers, or vendors based on views or beliefs.

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

Lower Risk

Scheels does not discriminate against charitable organizations based on views or beliefs [\(1\)](#)[\(2\)](#)[\(3\)](#)

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

High Risk

Scheels does not protect its employees from viewpoint discrimination [\(1\)](#).

Corporate Governance and Public Policy

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

Lower Risk

Scheels does not use its corporate reputation to advance ideological causes, organizations, or policies.

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

Lower Risk

Scheels does not use corporate funds to advance ideological causes, organizations, or policies.

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

Lower Risk

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

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