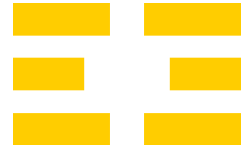



Avaya

Locations: New Jersey (HQ)

Industries: Cloud & Data Storage

RISK LEVEL:

Medium Risk
DESCRIPTION:

Avaya, a multinational technology company, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. The company covers transgender-related medical costs for its employees and their children. Avaya is part of the We Are Still In climate coalition, advocates for LGBTQ-related legislation, and has a DEIB Advisory Council. However, Avaya does not discriminate against religious organizations in its charitable giving. For these reasons, Avaya 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**

Avaya 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**

Avaya does not appear to discriminate against religious organizations in its charitable giving [\(1\)](#)[\(2\)](#).

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

Avaya does not provide viewpoint protections for its employees [\(1\)](#).

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. **High Risk**

Avaya's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [\(1\)](#). The company supports DEI initiatives through required employee bias training [\(2\)](#). In 2021, Avaya launched a global Diversity, Equity, Inclusion, and Belonging (DEIB) Advisory Council [\(3\)](#). Avaya hosts Pride events and a celebration of National Coming Out Day, and the company promotes DEI-related policies on its two blogs, "What It Means to Belong" and "The Importance of Gender-Neutral Language" [\(4\)](#)[\(5\)](#). Avaya implements ESG principles in its business practices through its ESG Program [\(6\)](#). Additionally, Avaya joined We Are Still In, a climate action coalition supporting the Paris Climate Agreement [\(7\)](#).

Corporate Governance and Public Policy

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

HRC 2023 CEI rating 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.

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

N/A

Avaya does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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