



# Oshkosh Corporation

Locations: Wisconsin (HQ)

Industries: Materials, Transportation

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Oshkosh Corporation vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children. The company discriminates against religious organizations in its charitable giving and uses its corporate reputation to advance ideological causes. However, Oshkosh has not used its corporate dollars for ideological purposes. For these reasons, Oshkosh 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**

*Oshkosh has received a score of 95 on the Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1). Oshkosh 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**

*Oshkosh will not donate to "religious organizations" (1).*

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

*Oshkosh does not provide its employees with protection against viewpoint discrimination (1)(2).*

## 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 is a gold member of Wisconsin's LGBT Chamber (3). Oshkosh integrates ESG into all of its business practices (4)*

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

*Oshkosh does not use its corporate funds to donate to organizations hostile to freedom of expression.*

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

*Oshkosh operates its PAC in a bipartisan manner consistent with its business interests [\(1\)](#).*

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