


Oncor

Locations: Texas (HQ)

Industries: Telecommunication Services

RISK LEVEL:

Lower Risk
DESCRIPTION:

Oncor does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Oncor prioritizes diversity over merit in its supply chain. Its CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Oncor is a brass partner of Out & Equal. However, it does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, Oncor 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**

Oncor has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs [\(1\)](#).

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

The Oncor Cares Foundation does not appear to discriminate against charitable organizations based on views or beliefs. It "gives to 501(c)(3) charities which actively aid, on an equitable and inclusive basis, the health, education, safety, and general welfare of Texans" [\(1\)](#).

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

Oncor does not provide viewpoint protections for its employees [\(1\)](#)[\(2\)](#). The company prioritizes diversity over merit in its supply chain ([3](#)).

Corporate Governance and Public Policy

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

Oncor's CEO Allen Nye signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through

bias education training in the workplace (1)(2). Otherwise, it has not supported ideological causes or policies (3).

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

Oncor is a Brass sponsor of Out & Equal (1). Otherwise, there are no publicly known cases of Oncor using its corporate funds to advance ideological causes, organizations, or policies (2).

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

N/A

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

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