



Navistar

Locations: Illinois (HQ)

Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

Navistar does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, Navistar increases the risk of dividing employees, alienating customers and harming shareholders. The company uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Navistar vets vendors for LGBTQ policies and ESG principles. Navistar has integrated other ESG practices, including some advocacy and unconscious bias trainings for employees. Navistar has spent corporate funds on DEI-related causes. For these reasons, Navistar 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

Navistar received a score of 20 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Navistar has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. Navistar also uses ESG principles for its supplier diversity program (3).

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

Navistar(1)(2). Navistar does not discriminate against charitable organizations based on views or beliefs (3).

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

Navistar does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

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

Navistar has promoted LGBTQ causes, such as spotlighting its internal employee LGBTQ group's participation in a city pride parade ([1](#)). Navistar's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace ([2](#))([3](#)). Navistar integrates ESG into its business practices, including employee trainings on power, privilege, and bias ([3](#)). Navistar engages in zero-emissions public policy advocacy, despite its presence in the automobile and transportation industries ([4](#)).

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

Navistar has funded a Racial Justice League established at YWCA Chicago, which engages in DEI policy advocacy ([1](#))([2](#)).

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

Navistar has not used its PAC donations or lobbying for ideological purposes ([1](#))([2](#))([3](#)).

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