



American Water Works Company

Locations: New Jersey (HQ)

Industries: Utilities

RISK LEVEL:



Medium Risk

DESCRIPTION:

American Water Works Company vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company's CEO signed the CEO Action for Diversity & Inclusion pledge and has donated to the National Urban League. American Water is a corporate partner of the National LGBT Chamber of Commerce and discriminates against religious organizations in its charitable giving. However, the company does not use its PAC donations or lobby for ideological purposes. For these reasons, American Water 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

American Water Works Company has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct applies to all business partners of American Water and includes a commitment to not discriminate on the basis of sexual orientation or gender identity (1). The company 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

American Water Works will not make charitable donations to religious organizations (1)(2).

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

American Water Works Company does not provide viewpoint protection for its employees (1).

Corporate Governance and Public Policy

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

signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training

in the workplace [\(1\)](#).

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

American Water donated a combined \$200,000 to the National Urban League and affiliates and is a corporate partner of the National LGBT Chamber of Commerce [\(1\)](#)[\(2\)](#).

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

Lower Risk

American Water Works Company has not used its PAC donations or lobbied for ideological purposes [\(1\)](#)[\(2\)](#).

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