

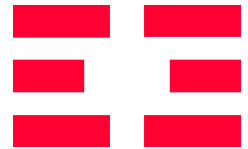


# American Water Works Company

Locations: New Jersey (HQ)

Industries: Utilities

RISK LEVEL:



High Risk

## DESCRIPTION:

By complying with the HRC's controversial demands, American Water increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. American Water uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. 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. For these reasons, American Water receives a High 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 received a score of 70 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)(3). 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's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). American Water Works will not make charitable donations to religious organizations (3)(4).

**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). American Water'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).

## Corporate Governance and Public Policy

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

American Water's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

American Water's 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (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. 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 (3)(4). The company is a Brass sponsor of Out & Equal (5).

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

American Water's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. American Water's PAC has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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