

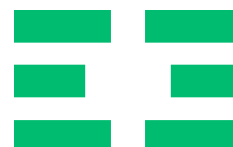


# Houzz

Locations: California (HQ)

Industries: Software and Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Houzz, a home design software, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Houzz publicly supports LGBTQ Pride but has not used its corporate funds to advance ideological purposes. For these reasons, Houzz 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

*Houzz 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.** N/A

*Hopper does not publish charitable giving guidelines.*

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

*Houzz does not provide viewpoint protections 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

*Houzz publicly supports LGBTQ Pride [\(1\)](#).*

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

Houzz has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

Houzz does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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