

'GLASSDOOR'

Glassdoor

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Glassdoor, one of the largest job recruiting sites in the world, does not publish a nondiscrimination policy. However, it has not publicly terminated business relationships based on views or beliefs. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Glassdoor has written articles on how to craft and implement DEI and LGBTQ policies at the workplace. The company supports the Equality Act and an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex. However, it has not used corporate funds for ideological purposes. For these reasons, Glassdoor receives a Medium Risk rating.

Corporate Weaponization

Has canceled 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

Glassdoor has not publicly canceled 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

Glassdoor does not publish charitable giving guidelines (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk

Glassdoor does not publish a nondiscrimination policy (1).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Glassdoor has written articles on how to craft and implement DEI and LGBTQ policies at the workplace (1)(2)(3)(4). The company asks users about gender identity to address "pay inequity" in the workplace (5)(6)(7). Glassdoor signed an open letter in support of

the Equality Act, a controversial bill [\(8\)](#). The company signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex [\(9\)](#). Glassdoor opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces [\(10\)](#).

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

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

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Glassdoor does not operate a PAC at this time and has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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