



Oneok

Locations: Oklahoma (HQ)

Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, ONEOK 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. ONEOK does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. ONEOK discriminates against religious organizations its charitable giving and has pledged funding to the BLM movement. However, it does not use its PAC contributions for political purposes. For these reasons, ONEOK 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

ONEOK received a score of 75 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) ONEOK's Business Partner Code of Conduct requires suppliers to share its commitments to ESG and DEI (3).

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

(1)(2). ONEOK discriminates against religious organizations in its charitable giving (3). ONEOK's employee donation-matching program does not match donations for "religious purposes or supporting religious activities, commitments, and/or programs, service attendance/collection/tithe/offering basket, and so on" or to "any secular or non-religious organization that has a written policy that unlawfully discriminates on the basis of race, color, sex, pregnancy, sexual orientation, age, religion, creed, national origin, gender identity, disability, military/veteran status, genetic information or other categories protected by applicable law" (4). ONEOK also does not match grants for volunteer hours "for church service, church-related activities or religious groups" (5).

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

indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology (1)(2). ONEOK does not provide viewpoint protections for employees (3)(4).

Corporate Governance and Public Policy

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

The company incorporates ESG into all of its business practices (1). ONEOK holds employee DEI training (2)(3).

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

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 (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. ONEOK donated \$5M to the Black Lives Matter movement and related causes (3). ONEOK's employee benefits cover "transgender-inclusive medical benefits" and "specialized support" for LGBTQ+ parenting (4)(5).

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

ONEOK has not used its PAC donations for ideological purposes (1)(2).

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