



Oneok

Locations: Oklahoma (HQ)
Industries: Energy

RISK LEVEL:



Medium Risk

DESCRIPTION:

ONEOK scored a 75 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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 viewpoint protections for its employees 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**

[1](#)[2](#) ONEOK's Business Partner Code of Conduct requires suppliers to share its commitments to ESG and DEI [3](#). However, ONEOK 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**

[1](#)[2](#). ONEOK does not discriminate against charitable organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services [3](#). ONEOK's employee matching guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities [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 its employees [3](#). ONEOK holds employee DEI training [4](#).

Corporate Governance and Public Policy

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

ONEOK has not supported ideological causes or policies.

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

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

ONEOK has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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