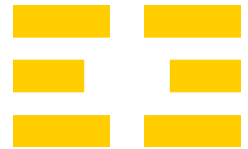




## Belk

Locations: North Carolina (HQ)  
Industries: Retailing

### RISK LEVEL:



Medium Risk

#### DESCRIPTION:

Belk does not provide viewpoint protections for its employees, though the company has not publicly terminated business relationships due to views or beliefs. However, Belk has committed to internal DEI advocacy in its retailing and vendor selection practices, and the company has funded ideological organizations such as the Human Rights Campaign. Belk does not discriminate against religious charities. For these reasons, Belk 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.** Lower Risk

*Belk 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.** Lower Risk

*Belk does not discriminate against religious organizations in its charitable giving [\(1\)](#).*

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

*Belk [\(1\)](#).*

### Corporate Governance and Public Policy

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

*Belk operates a boutique which exclusively sells collections created by minority designers from certain identity groups, and the company has committed to prioritizing relationships with certain vendors based on diversity criteria [\(1\)](#)[\(2\)](#).*

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

*Belk funds the Human Rights Campaign and Seramount, both of which advocate for LGBTQ causes and diversity, equity, and inclusion within the workplace (1). Belk also funds Time Out Youth, an LGBTQ organization designed to assist youth in coming out as LGBTQ (2).*

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

**Lower Risk**

*Belk does not operate a PAC at this time.*

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