



# Kaiser Permanente

Locations: California (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

## DESCRIPTION:

Kaiser Permanente denied the requests of thousands of employees to receive a religious exemption to the company's COVID-19 vaccine mandate, eventually terminating many employees. Kaiser Permanente scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Kaiser Permanente 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. Kaiser Permanente forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Kaiser Permanente has demonstrated a clear ideological bias in its provision of medical care and provides puberty blockers to minors. The company's medical benefits cover puberty blockers (even if they are minors), hormone therapy treatment, and gender reassignment surgeries for its employees and their children. Kaiser Permanente does not protect its employees against viewpoint discrimination. Kaiser Permanente supports ESG within its business practices, sign open legislation in support of the Equality Act, and the company's CEO signed the CEO Action for Diversity & Inclusion pledge. The company signed the Health Sector Climate Pledge, committing itself to achieve net zero emissions by 2050. Kaiser Permanente has pledged support to BLM and related causes and committed to addressing systemic racism. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Kaiser Permanente receives a High 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.** **High Risk**

*Kaiser Permanente placed over 2,200 employees on unpaid leave for refusing to be vaccinated for COVID-19, rejecting requests for religious exemptions and threatening termination for those who did not get vaccinated by the deadline of December 2021 [\(1\)](#)[\(2\)](#). Kaiser Permanente received a score of 95 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group [\(3\)](#). 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 [\(4\)](#).*

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

[1](#)/[2](#)/[3](#).

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

**High Risk**

CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [\(1\)](#). Kaiser Permanente does not provide viewpoint protections for its employees [\(2\)](#). Kaiser Permanente's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its 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**

Kaiser Permanente's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy [\(1\)](#)[\(2\)](#). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company is an advocate of pro-abortion policy, referring to the procedure as comprehensive healthcare [\(3\)](#)[\(4\)](#). After the events of 2020, Kaiser Permanente published annual report on DEI that stated, "Kaiser Permanente reaffirmed our commitment to advance equity and address systemic racism for our members, communities, employees, and physicians." [\(5\)](#). Kaiser Permanente signed an open letter in support of the Equality Act and in 2019 ran an ad featuring a "Drag Queen Story Hour" attended by children [\(6\)](#)[\(7\)](#). The company has published statements voicing support for transgender ideology and related medical treatments [\(8\)](#). Kaiser supports ESG within its business practices. The company states "We continue active engagement with our investment partners on ESG elements, and ESG dimensions are increasingly present in investment decision-making, which is done solely in the interest of participants and beneficiaries" [\(9\)](#). The company's CEO is a member of the Business Roundtable [\(10\)](#). Kaiser Permanente signed the Health Sector Climate Pledge, committing itself to achieve net zero emissions by 2050. Signatories are expected to develop and release a climate resilience plan and appoint a corporate executive to oversee its implementation [\(11\)](#).

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

**High Risk**

Kaiser Permanente provides a benefits package for employees which covers travel/lodging costs for an abortion [\(1\)](#)[\(2\)](#). Kaiser Permanente's HRC 2023 CEI rating 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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology [\(3\)](#)[\(45\)](#). This indicates, among other things, the medical centers "offer transgender-inclusive healthcare benefits to their employees", which includes coverage for hormone replacement therapy, puberty blockers (even for minors), and gender reassignment surgeries [\(6\)](#)[\(78\)](#). Kaiser Permanente has pledged support to Black Lives Matter and related causes [\(9\)](#)[\(10\)](#). The company is a corporate partner of the NGLCC [\(11\)](#). Kaiser Permanente is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race [\(12\)](#)[\(13\)](#).

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

**High Risk**

Kaiser Permanente's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Kaiser Permanente does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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