

**DESCRIPTION:**

AdventHealth has not publicly terminated business relationships based on views or beliefs. However, the company does not publish a nondiscrimination policy and created a campaign called "White Coats for Black Lives," which involved doctors kneeling in a row in medical coats at the office. AdventHealth also hosts unconscious bias seminars at some branches but does not appear to discriminate against charitable organizations based on views or beliefs. The company signed the Orlando Economic Partnership's DEI pledge, endorsing DEI as a strategic imperative in its business practices. Advent Health signed the Health Sector Climate Pledge, committing itself to achieve net zero emissions by 2050. The company is a Corporate Member of the Mid-America LGBT Chamber of Commerce. However, the company has not lobbied for ideological purposes. For these reasons AdventHealth 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**

AdventHealth follows the doctrines of the Seventh-day Adventist Church, though the organization has emphasized that it will provide medical care to anyone regardless of religious belief [\(1\)](#). However, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

AdventHealth does not appear to discriminate against charitable organizations based on views or beliefs [\(1\)](#).

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

AdventHealth signed Orlando Economic Partnership's DEI pledge, committing themselves to fight systemic racism, prioritize the success of diverse people in its workplace, and ensure DEI "is a strategic imperative with demonstrated commitment and actions" [\(1\)](#). AdventHealth does not provide viewpoint protections for its employees [\(2\)](#).

Corporate Governance and Public Policy

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

AdventHealth created a campaign called "White Coats for Black Lives," which involved doctors kneeling in a row in medical coats at the office (1). Some branches of AdventHealth have held unconscious bias seminars for employees (2). The company 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 (3).

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

AdventHealth is a Corporate Member of the Mid-America LGBT Chamber of Commerce (1)(2).

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

AdventHealth does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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