



Juniper Networks

Locations: California (HQ)

Industries: Software and Services, Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Juniper Networks often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Juniper Networks occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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

Juniper Networks promotes divisive sex and gender policies. Its Business Partner Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, the company has not publicly canceled 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

Juniper Networks likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (1)(2)(3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Juniper Networks does not provide viewpoint protections for its employees (1). The company holds "awareness-raising events" for Pride Month and hosts unconscious bias trainings, with additional diversity training requirements for male employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Juniper Networks signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (1). The company's CEO, Rami Rahim, denounced various states' legislative efforts to protect election integrity and security (2). Juniper Networks CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4).

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

Juniper Networks has contributed to COGAM, which engages in LGBTQ-related legislative advocacy in Spain (1).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

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

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