



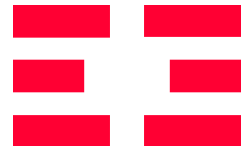
Microsoft

Subsidiaries: LinkedIn, Bing, Skype, GitHub, Flipgrid, Mojang, Xbox, Yammer, Xandr, Nuance Communications

Locations: Washington (HQ)

Industries: Media and Entertainment, Software and Services, Web Browsers

RISK LEVEL:



High Risk

DESCRIPTION:

Microsoft-owned LinkedIn suspended the account of presidential candidate Vivek Ramaswamy for violating its policies related to "misinformation, hate speech, and violence" when he shared videos about climate policy and President Biden's relationship to China. A Microsoft subsidiary, Xandr, previously utilized a secret blacklist to prevent advertising on conservative-leaning news sites. Microsoft scored a 100 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, Microsoft and its subsidiaries increase the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Microsoft 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. Microsoft 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. The company funds Planned Parenthood. Microsoft is a platinum partner of the Human Rights Campaign (HRC) and a founding member of the Partnership for Global LGBTI Equality (PGLE). Microsoft and LinkedIn are members of the Global Alliance for Responsible Media and pledged \$270 million to BLM and related causes. Microsoft regularly uses its reputation, corporate dollars, and PAC contributions to support LGBTQ organizations and promote gender ideology. The company discriminates against religious organizations in all facets of its charitable giving. Microsoft opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company denounced various states' legislative efforts to protect election integrity and security. Microsoft is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Microsoft 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**

Microsoft and its subsidiary LinkedIn both received a score of 100 received a score of 65. 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 (1)(2)(3)(4)(5)(6)(7). Microsoft itself has not terminated any business relationships due to views or beliefs. However, Microsoft-owned Xandr, an advertising company, removed conservative-leaning news outlets from its media blacklist after previously using the Global Disinformation Index to prevent certain sources from receiving advertising dollars, including sites such as Breitbart, Newsmax, RealClearPolitics, the Blaze, the Washington Times, and more (8). Microsoft-owned LinkedIn suspended the account of presidential candidate Vivek Ramaswamy for violating its policies related to "misinformation, hate speech, and violence" when he shared videos about climate policy and President Biden's relationship with China (9).

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

High Risk

(1)(2)(3)(4). Microsoft does not match employee gifts to religious organizations unless there is “an ongoing secular community service program sponsored by these organizations [that] does not propagate a belief in a specific faith” (5). Microsoft also prohibits nonprofits from qualifying for its nonprofit discount “if they have a policy or mission of discrimination” on the basis of sexual orientation or gender identity (among other protected classes) (6). Alliance Defending Freedom allegedly lost access to nonprofit pricing for Microsoft products because the SPLC considers them a “hate” group (7). Nuance Communications does not appear to discriminate against charitable organizations based on views or beliefs (8)(9).

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. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). Microsoft protects its employees against viewpoint discrimination (4). Nuance Communications, a Microsoft subsidiary, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5). Nuance Communications does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

High Risk

indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2)(3). By doing so, the company risks dividing employees, alienating customers and harming shareholders. (4)(5)(6). Microsoft is one of the inaugural members of the Business Coalition for the Equality Act and endorses transgender participation in female sports (7)(8). Microsoft was the only company to file a lawsuit to object to the rescission of DACA, and the company also wrote a blog post objecting to the Georgia voting integrity bill (9)(10). Microsoft opposed North Carolina’s “Bathroom Bill,” which required people to use the bathrooms corresponding to biological sex (11). LinkedIn, which is owned by Microsoft, removed its seminar that urged people to “be less white” after the backlash this training caused at Coca-Cola (12). Microsoft held a corporate presentation laden with progressive and partisan ideology, including preferred pronouns in introductions (13). Microsoft opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (14). CEO Satya Nadella is a member of the Business Roundtable, but has not supported ideological initiatives (15). Microsoft partners with GLAAD to increase LGBTQ+ representation in Xbox games (16). Microsoft implemented official Pride backgrounds for its Teams platform (17). Nuance Communications signed an open letter in support of the Equality Act (18)(19). Nuance Communications openly opposed anti-LGBTQ+ state legislation and signed the national business statement opposing the ban on anti-LGBTQ+ legislation (20 21). Nuance Communications and LinkedIn 2223).

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

High Risk

Microsoft 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 (1)(2)(3)(4). Microsoft, LinkedIn, and Nuance Communications 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, Microsoft and LinkedIn has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6)(7)(8). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Microsoft has funded Planned Parenthood and is a platinum sponsor of the Human Rights Campaign (9)(10). Microsoft and LinkedIn are members of the Global Alliance for Responsible Media (11)(12)(13). Microsoft and its subsidiaries pledged a combined \$270 million to the Black Lives Matter movement and related causes (14)(15)(16)(17). Microsoft is a founding member of the PGLE, a bronze sponsor of Out and Equal, and a corporate partner of the National LGBT Chamber of Commerce (18)(19)(20). In 2023, Microsoft donated \$200,000 to Outright International, Stonewall, SAATHII, Casa Rara, and GLAAD for its annual Pride celebration (21). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (22)(23).

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

High Risk

Microsoft and LinkedIn indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Microsoft worked with “Zero for Zeros,” a campaign to cut off donations to “anti-LGBTQ” politicians, and considers “diversity and inclusion” when making PAC donations (4)(5). The company PAC has donated to the Equality PAC (6).

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