



U.S. Cellular (Telephone and Data Systems) RISK LEVEL:

Locations: Illinois (HQ)
Industries: Telecommunication Services



Medium Risk

DESCRIPTION:

U.S. Cellular, a mobile network company, vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, the company has not publicly terminated business relationships based on views or beliefs. U.S. Cellular CEO signed the CEO Action for Diversity and Inclusion pledge and launched an inclusion campaign. The company partners with The National LGBT Chamber of Commerce and sponsors various LGBTQ Pride events. However, the company does not appear to discriminate against religious organizations in its charitable giving and has not used its political contributions for ideological purposes. For these reasons, U.S. Cellular 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

U.S. Cellular received a score of 100 on the Human Rights Campaign’s (HRC) Corporate Equality Index. Among other requirements, this means the company has a written policy pledging to vet vendors for LGBTQ policies (1)(2). The company 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

U.S. Cellular does not appear to 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

U.S. Cellular does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

U.S. Cellular's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). In 2019, U.S. Cellular launched its inclusion campaign to expand its DEI initiative (2). The CEO of U.S. Cellular, LeRoy Carlson Jr, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3)(4).

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

U.S. Cellular has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (1)(2). The company partners with The National LGBT Chamber of Commerce (NGLCC) to support LGBTQ-owned businesses and sponsors LGBT themed Pride events across the U.S. (3)(4).

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

Lower Risk

U.S. Cellular has not used its political contributions for ideological purposes (1)(2).

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