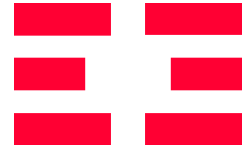


Holland & Knight

Locations: Florida (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Holland & Knight increases 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. Holland & Knight 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. Holland & Knight funds and supports ideological causes like the OneOrlando fund and the Equality Act. The company regularly supports LGBTQ and BLM Pride. Holland & Knight is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. For these reasons, Holland & Knight 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. Medium Risk

Holland & Knight received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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). Holland & Knight is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). 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. High Risk

Holland & Knight(1)(2).

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

Holland & Knight 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Holland & Knight is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). The company (5).

Corporate Governance and Public Policy

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

Holland & Knight signed an open letter in support of the Equality Act (1). The company has also used its social media platform to support The 1619 Project (2). The company emphasizes ESG strategies to help increase client ESG scores (3). Holland & Knight indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (4)(5). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company 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" (6).

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

Holland & Knight 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company donated more than \$100,000 to the Holland & Knight Charitable Foundation for the OneOrlando Fund, hosted and sponsored various Pride Parades and Events, and sponsored the annual Lavender Law Conference & Career Fair hosted by the LGBTQ+ Bar (3).

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

Holland & Knight 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. Holland & Knight (3).

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