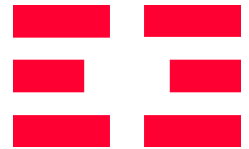




## Verizon

Subsidiaries: BlueJeans  
Locations: New York (HQ)  
Industries: Telecommunication Services

### RISK LEVEL:



High Risk

### DESCRIPTION:

Verizon terminated its relationship with One America News Network (OANN). Verizon 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, Verizon 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. Verizon 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. The company 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. Verizon is part of the Global Alliance for Responsible Media. Verizon regularly funds Planned Parenthood. The company covers the cost of "medically necessary transition-related care" for its employees and their children. It pledged \$17 million to BLM and related causes and is a Titanium Sponsor of the Human Rights Campaign (HRC). Verizon supports the Equality Act, transgender participation in female sports, and funds multiple LGBTQ organizations. The company integrates ESG into all of its business practices, requiring unconscious bias training and committing to carbon neutrality by 2035. Verizon is a Titanium partner of PFLAG. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Verizon 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**

*High-level officials in the Trump campaign report that Trump's texting campaign was temporarily paused for a 5 day period during his 2020 presidential run (1). Verizon claims that the cessation of service was the result of a third-party decision to ensure the campaign met spam/privacy criteria for the texts, while the Trump campaign argues it was unnecessary and politically motivated. Verizon terminated its relationship with conservative OANN in 2022 (23)(4)(5). The company received a score of 100 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 (6)(7).*

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

*Verizon(1)(2).*

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

**High Risk**

Verizon 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). Verizon (6). Verizon does not provide viewpoint protections for its employees (3)(4).

## Corporate Governance and Public Policy

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

Verizon advocates for the Equality Act and Transgender participation in girls' and women's sports (1)(2). Verizon spoke out against voting integrity laws in multiple conservative states (3). Verizon opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (4). Verizon has implemented ESG into its business practices, including required unconscious bias training for all employees, and has a 2035 net-zero pledge (5). Verizon indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Verizon 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). The company 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Verizon donates to the progressive Rainbow PUSH Coalition (6)(7)(8)(9). Verizon is a member of the Global Alliance for Responsible Media (10)(11)(12). In total, Verizon donated over \$17 million to the Black Lives Matter movement and related causes, including the National Urban League (13)(14). Verizon has a long history of giving to Planned Parenthood (15). The company is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (16)(17). Verizon is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (18)(19).

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

**High Risk**

Verizon 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. Verizon (3).

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