



UnitedHealth Group

Subsidiaries: LHC Group

Locations: Minnesota (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

DESCRIPTION:

UnitedHealth Group scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, UnitedHealth Group 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. UnitedHealth Group 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. UnitedHealth Group is a corporate partner of the Human Rights Campaign (HRC) and funds multiple LGBTQ organizations. UnitedHealth Group integrates ESG into all of its business practices and is committed to carbon neutrality by 2035. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, UnitedHealth Group 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**

UnitedHealth Group 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 (1)(2). There are no known instances of UnitedHealth firing anyone because of political or religious beliefs.

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

UnitedHealth Group (1)(2).

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

UnitedHealth Group 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). UnitedHealth Group CEO Andrew Witty is a signatory of the CEO Action for Diversity and Inclusion pledge (3). UnitedHealth Group does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

While UnitedHealth Group has committed to multiple acts of public advocacy for the LGBTQ movement, they have generally avoided corporately advocating for ideological issues or policies (1). However, UnitedHealth has implemented various ESG practices, including a 2035 net-zero carbon emissions pledge and board diversity requirements (2) indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (3)(4). 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

UnitedHealth Group 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). UnitedHealth 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. UnitedHealth Group (7)(8)(9). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (10)(11).

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

High Risk

UnitedHealth Group 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. UnitedHealth Group has not used its PAC donations for ideological purposes (3)(4).

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