



UnitedHealth Group

Locations: Minnesota (HQ)
Industries: Health Care Equipment and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

UnitedHealth Group vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company covers travel costs for employee abortions and is a corporate partner of the Human Rights Campaign (HRC). It also funds multiple LGBTQ organizations. UnitedHealth Group integrates ESG into all of its business practices and is committed to carbon neutrality by 2035. The company discriminates against religious organizations in its charitable giving. However, it does not use its PAC contributions for ideological purposes. For these reasons, UnitedHealth Group 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

received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1). 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

[1](#)(2).

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

UnitedHealth Group does not protect against viewpoint discrimination in its nondiscrimination policy (1).

Corporate Governance and Public Policy

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

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

UnitedHealth Group provides travel benefits for abortions (1). UnitedHealth is a silver partner of the HRC, a silver sponsor of Out and Equal, and a corporate partner of the National LGBT Chamber of Commerce (2)(3)(4).

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

UnitedHealth Group has a record of giving in a bipartisan manner to advance business interests (1). It does not give to ideological PACs or causes (2).

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