



UnitedHealth Group

Subsidiaries: LHC Group, USHealth Group, Freedom Life Insurance,
National Foundation Life Insurance, Enterprise Life Insurance

Locations: Minnesota (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

DESCRIPTION:

UnitedHealth Group is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. UnitedHealth embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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 on the 2025 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). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

UnitedHealth Group's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company will not fund "religious organizations for religious purposes" (3). UnitedHealth Group likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (4)(5)(6).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

UnitedHealth Group's HRC 2025 CEI rating 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). The company appears to prioritize diversity over merit in its leadership composition. From its 2021 Sustainability Report: the company is "committed to actively seeking women and racially/ethnically diverse director candidates" (3). The company offers unconscious bias training to its employees (4). The company is an affirmative action employer, "UnitedHealth Group is an Equal Employment Opportunity/Affirmative Action employer" (5). UnitedHealth Group does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

UnitedHealth Group's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company supports DEI within its business practices, forming the Global Diversity, Equity, and Inclusion (DEI) Office and an Advancing Diversity, Equity, and Inclusion Board. UnitedHealth Group is committed to net zero emissions by 2035 (3). UnitedHealth's CEO, Andrew Witty, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (4)(5). UnitedHealth Group supports ESG within its business practices, "encourag[ing] our suppliers to track, report and minimize their greenhouse gas emissions, set science-based reduction targets aligned with limiting global warming to 1.5 C above pre-industrial levels" (6). The company is committed to net zero emissions by 2035 (7). UnitedHealth had a history of supporting DEI. However, in March 2025, the company removed mentions of DEI from its website and instead talks about a "culture of belonging". A spokesperson said the company was seeking to comply with laws while still serving its communities (8).

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 that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). The company's HRC 2025 CEI rating 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). UnitedHealth Group is a silver sponsor of the HRC, a silver sponsor of Out and Equal, and a corporate partner of the National LGBT Chamber of Commerce (7)(8)(9). UnitedHealth Group is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (10)(11). The company was a Platinum level sponsor of the 2025 HRC National Dinner (12). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (13).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

High Risk

UnitedHealth Group's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). In 2024, UnitedHealth donated to the Equality PAC and has not used its lobbying for ideological purposes (3)(4)(5).

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