



Old National Bank

Locations: Indiana (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Old National Bank increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Old National Bank has not publicly fired customers, suppliers, or vendors based on views or beliefs, however. Old National Bank uses its reputation and corporate funds to support controversial sex and gender ideologies, organizations, and legislation. For these reasons, Old National Bank 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**

Old National Bank received a score of 55 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). However, Old National Bank has not publicly terminated business relationships due to religious beliefs or political views.

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

(1)(2). Old National Bank has an educational gift-matching program in which it will not match donations to "church-related financial commitment" or "contributions supporting activities for religious or political purposes" (3).

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

Old National Bank does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

The CEO of Old National Bank has signed the CEO Action for Diversity and Inclusion pledge (1). Old National Bank is also a member of the Wisconsin LGBT Chamber of Commerce (2). Old National Bank has also made multiple posts celebrating Pride Month on its company Twitter account (3).

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

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. (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.

Old National Bank also sponsored the Big 10 LGBTQ+ Symposium (3)(4).

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

Old National Bank has not used its PAC donations for ideological purposes (1)(2).

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