



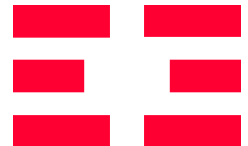
Cigna

Subsidiaries: Express Scripts

Locations: Connecticut (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

DESCRIPTION:

Cigna allegedly discriminates against potential hires based on their inherent characteristics and belief systems. By classifying Christian beliefs as a form of privilege, Cigna has demonstrated that it prioritizes hiring people of other belief systems through its diversity initiatives. Cigna 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, Cigna 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. Cigna 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. Cigna's CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. The company supports the Equality Act and is a corporate partner of the National LGBT Chamber of Commerce. Cigna is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Cigna 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**

Cigna received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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). Cigna temporarily paused political contributions to conservative politicians who "hindered the peaceful transition of power" in 2020 (3).

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

Cigna(1)(2). Cigna will provide direct grants to religious organizations that engage in non-sectarian community work under a separate 501(c)(3) status (3). Cigna does not have any rules banning religious organizations from its employee donation matching program (4)(5).

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

Cigna 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). A whistleblower revealed that Cigna avoids hiring people if they are “too privileged” based on Cigna’s wide-ranging privilege scale that includes race and religion (3). Cigna pushes for critical race theory training and classifying people as “oppressors” and “oppressed” and asking for white people to “cede power” to people of color, according to a whistleblower article (4). The training uses a very broad definition of privilege, which includes religious people, and asks them to “check their privilege” while referring employees to extremist literature to re-educate themselves on class, race, and privilege (5). Cigna’s CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7)(8). The company does not provide viewpoint protections for its employees (9).

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

Cigna indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Cigna signed an open letter in support of the Equality Act (3). The company’s CEO David Cordani is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4)(5).

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

Cigna 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). Cigna 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. The company is a corporate partner of the National LGBT Chamber of Commerce (7). The Cigna Group Foundation donated \$175,000 to The Trevor Project and other LGBTQ organizations (8). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (9)(10).

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

Cigna 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. Cigna has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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