



DESCRIPTION:

Independent Financial does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company has not used its reputation or corporate dollars to support ideological groups or agendas hostile to freedom of expression. Independent Financial does not consider all religious charities eligible for donations. For these reasons, Independent Financial receives a Lower 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. Lower Risk

Independent Financial has not publicly fired customers, suppliers, or vendors based on views or beliefs.

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

Independent Financial states that “religious organizations that are not engaged in a specific project that is nonsectarian and benefits a broad base of the community” will not be considered for funding (1). Independent Financial does not offer an employee matching program at this time.

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

Independent Financial does not provide viewpoint protections to its employees (1).

Corporate Governance and Public Policy

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

Independent Financial does not use its corporate reputation to advance ideological causes, organizations, or policies.

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

Independent Financial does not use corporate funds to advance ideological causes, organizations, or policies.

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

N/A

Independent Financial does not operate a PAC at this time [\(1\)](#).

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