

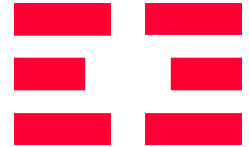


Houghton Mifflin Harcourt

Locations: Massachusetts (HQ)

Industries: Educational Resources, Media and Entertainment

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/houghton-mifflin-harcourt/>

DESCRIPTION:

Houghton Mifflin Harcourt (HMH) 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. HMH 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. High Risk

Houghton Mifflin Harcourt (HMH) received a score of 95 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). Certain HMH books were banned from public school classrooms in the state of Florida for containing elements of critical race theory, social justice, or social emotional learning (3)(4)(5). However, HMH has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (6).

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

HMH'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 does not appear to discriminate against charitable organizations based on views or beliefs (3).

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

HMH'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 also provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). HMH does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

HMH'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). Certain HMH books were banned from public school classrooms in the state of Florida for containing elements of critical race theory, social justice, or social emotional learning (3). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (4). HMH hosted company-wide unconscious bias training and has a DE&I content pledge that strives "for equitable, nonbiased, and sensitive treatment and representation for all individuals" (5). HMH uses their blog to promote DE&I content with schools, calling for the "importance of Diversity in Books" and promotes and publishes books that teach on Black Trans-Genderism (6)(7). The company's CEO, Jack Lynch, 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 (8)(9).

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

HMH'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 (1)(2). HMH donated 50,000 books by Black authors to various social justice nonprofits as part of its efforts to become an antiracist organization (3). Otherwise, there are no publicly known cases of HMH using corporate funds to advance ideological causes, organizations, or policies (4).

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

HMH'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). HMH does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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