



Gray Television

Locations: Georgia (HQ)

Industries: Media and Entertainment, Telecommunication Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

Gray Television does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company integrates ESG into all of its business practices and prioritizes diversity in its recruitment, hiring, promotion, and leadership composition. However, it does not discriminate against charitable organizations based on views or beliefs and has not used its corporate funds for ideological purposes. For these reasons, Gray Television 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. Medium Risk

Gray Television has not publicly fired customers, suppliers, or vendors based on views or beliefs. The company prioritizes diversity in its recruitment, hiring, promotion, and leadership composition. Gray Television integrates ESG into all of its business practices. It has “developed processes and procedures” that ensure “alignment between [its] ESG strategy and [its] business” (1).

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

Gray Television does not appear to discriminate against charitable organizations based on views or beliefs. From its 2022 ESG Report: “In 2022, Gray donated over \$250 million in cash contributions and free air time for the presentation of Public Service Announcements promoting the charitable efforts and public awareness campaigns of nonprofit entities, such as local food drives, safe driving, and health advisories” (1).

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

Gray Television 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

Gray Television has posted in celebration of Pride Month to its corporate Facebook account (1). Otherwise, it has not supported ideological causes or policies (2).

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

Gray Television does not use corporate funds to advance ideological causes, organizations, or policies (1).

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

Gray Television does not operate a PAC or engage in lobbying at this time (1)(2).

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