



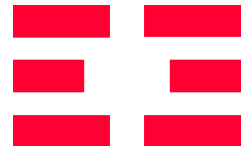
# Capital One

Locations: Virginia (HQ)

Industries: Banks, Diversified Financials

1792  
EXCHANGE

## RISK LEVEL:



High Risk

### DESCRIPTION:

Capital One scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Capital One 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. Capital One 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. Capital One is a corporate partner of the Human Rights Campaign (HRC). The company funds multiple LGBTQ organizations. Capital One opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a bronze partner of PFLAG. Capital One denounced various states' legislative efforts to protect election integrity and security. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Capital One has donated to the Equality PAC and has lobbied for the Equality Act. For these reasons, Capital One 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.** **Medium Risk**

*Capital One 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). However, the company has not publicly terminated business relationships due to religious beliefs or political beliefs.*

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

*Capital One's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Capital One does not appear to discriminate against charitable organizations based on views or beliefs (3).*

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

**High Risk**

*Capital One's HRC 2023 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 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). Capital One does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*Capital One's HRC 2023 CEI rating 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. The company signed an open letter in support of the Equality Act and opposing the protection of women's sports (3)(4). It also denounced state legislature's efforts to enhance voting integrity (5). Capital One opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6)(78).*

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

*Capital One's HRC 2023 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 (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. Capital One is a silver partner of the HRC (3). Capital One has also donated to the National Urban League, the Obama Foundation, and others (4)(5). The company is a gold sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(78)(9)(10). Capital One is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (11)(12).*

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

**High Risk**

*Capital One's HRC 2023 CEI rating 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. Capital One donated to the Equality PAC and has lobbied for the Equality Act (3)(4)(5).*

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