



# Capital One

Locations: Virginia (HQ)

Industries: Banks, Diversified Financials

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Capital One vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. The company is a corporate partner of the Human Rights Campaign (HRC) and gave to the Equality PAC. Capital One funds multiple LGBTQ organizations. However, the company does not discriminate against religious organizations in its charitable giving. For these reasons, Capital One receives a "Medium 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 Corporate Equality Index (CEI) from the HRC. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1). However, there are no known instances of Capital One firing anyone because of political or religious beliefs. Capital One has no public policies against doing business with specific industries, customers, or groups.*

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

*Capital One does not have a gift-matching program. Previously, Capital One only matched donations to accredited K-12, College, or University schools. There are no reports of discrimination against religious and educational institutions (1).*

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

*Capital One does not protect its employees from viewpoint discrimination (1).*

## Corporate Governance and Public Policy

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

Capital One has signed letters supporting the Equality Act and opposing the protection of women's sports (1)(2). It also denounced state legislature's efforts to enhance voting integrity (3). Capital One opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity and sexual orientation in schools to kids in K-3rd grade (4).

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

Capital One is a silver partner of the HRC (1). Capital One has also donated to the National Urban League, the Obama Foundation, and others (2)(3). Capital One is a Gold sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (4)(5).

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

Capital One's PAC supported the Equality PAC (1). Otherwise, its political contributions are bipartisan (2).

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