



# Alliant Energy

Subsidiaries: IES Utilities Inc., Wisconsin Power & Light Co., Franklin County Wind LLC  
 Locations: Wisconsin (HQ)  
 Industries: Energy, Utilities

RISK LEVEL:



High Risk

**DESCRIPTION:**

Alliant Energy scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC’s controversial demands, Alliant Energy increases the risk of dividing employees, alienating customers and harming shareholders. The company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Alliant Energy 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. Alliant Energy hosted a conversation on DE&I practices including Unconscious Bias. The company is a signatory of the Business Roundtable’s 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. Alliant Energy’s former CEO, John Larsen, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. The company has sponsored events with the Gay Straight Alliance and donated to the Equality PAC. For these reasons, Alliant Energy receives a High Risk rating.

**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. Medium Risk**

*(1)(2). However, Alliant Energy has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.*

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

*Alliant Energy’s HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Alliant Energy 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**

*Alliant Energy’s HRC 2023-2024 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). Alliant Energy hosted a conversation on DE&I practices including Unconscious Bias (3)(4)(5).

## Corporate Governance and Public Policy

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

Alliant Energy's HRC 2023-2024 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 CEO of Alliant Energy, John Larsen, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3)(4). The company aspires to achieve net-zero emissions from utility operations by 2050 (5). Alliant Energy's former CEO, John Larsen, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6)(7).

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

Alliant Energy's HRC 2023-2024 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. Alliant Energy sponsors events with the Gay Straight Alliance (3).

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

Alliant Energy's 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. Alliant Energy donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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