


Intel

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:

High Risk
DESCRIPTION:

Intel scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Intel 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. Intel 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. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Intel funds the Human Rights Campaign (HRC), Black Lives Matter (BLM), and the National LGBT Chamber of Commerce. Intel signed a letter in support of the Equality Act. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Intel is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Intel 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**

Intel received a score of 100 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). Intel has not publicly fired 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**

Intel(1)(2).

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

Intel 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 specific

benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Intel does not protect its employees from viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Intel 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 (34)(5). The company has also advocated for progressive-led legislation such as the George Floyd Justice in Policing Act (6). The company apologized for asking its suppliers to avoid China's Xinjiang region, where the Uyghur genocide continues (7). Intel opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (8). CEO Patrick Gelsinger is a member of the Business Roundtable but has not supported ideological initiatives (9).

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

Intel provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). The company 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Intel is a Gold Partner of the HRC (6). Intel has pledged \$7 million to the Black Lives Matter movement and related partners (7)(8)(9). Intel is a Silver sponsor of Out and Equal and a founding corporate partner of the National LGBT Chamber of Commerce (10)(11). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (12)(13).

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

Intel 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. Intel's PAC has donated to the Equality PAC (3)(4)(5).

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