



United Parcel Service (UPS)

Locations: Georgia (HQ)

Industries: Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

UPS scored an 85 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, United Parcel Service (UPS) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. UPS 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. UPS does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. UPS once fired an employee due to their hair length and eventually settled the lawsuit for alleged religious discrimination and has since amended this policy. The company is a Platinum Corporate Sponsor of the Human Rights Campaign (HRC) and the UPS Foundation gave \$250,000 to the HRC. UPS pledged over \$10 million to BLM and related causes, supports the Equality Act, and is a corporate partner of the National LGBT Chamber of Commerce. The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. UPS is a gold partner of PFLAG. For these reasons, UPS 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**

UPS received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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). In 2019, UPS reached a settlement with the Equal Employment Opportunity Commission over a 2015 incident where UPS was accused of firing or not hiring employees who would not cut their hair due to religious beliefs (3). The company has since amended this policy and is under the guidance of new leadership.

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

UPS(1)(2). UPS does not appear to discriminate against religious groups regarding its charitable giving (3).

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

High Risk

UPS 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 (1)(2). UPS does not protect its employees from viewpoint discrimination in its nondiscrimination policy (3).

Corporate Governance and Public Policy

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

UPS indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. UPS has come out in support of the Equality Act and has regularly used press releases to support ideological agendas (3)(4)(5). Former CEO David Abney signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (6). In the wake of backlash against DEI, UPS stopped mentioning specific diversity types in its annual 10-K filing (7).

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

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). customers and harming shareholders. UPS is a Platinum Sponsor of the Human Rights Campaign (HRC); the UPS Foundation, which is entirely funded by UPS, donated \$250,000 to HRC (3)(4). UPS has pledged over \$10 million to the Black Lives Matter movement and related causes (5)(6)(789)(10)(11).

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

High Risk

UPS 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. The UPS corporate PAC does not use its funds for ideological purposes (3)(4)(5).

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