



**DESCRIPTION:**

By complying with the HRC’s controversial demands, Charter 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. Charter uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Charter pledged \$10 million to BLM and related causes and funds multiple LGBT organizations. For these reasons, Charter 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.** **Lower Risk**

*Charter terminated business relationships due to religious beliefs or political views.*

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

*Charter does not have a written rule restricting employee donations to religious groups (1).*

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

*Charter does not protect its employees from viewpoint discrimination (1). The company’s HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (2)(3).*

**Corporate Governance and Public Policy**

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

*1)(2). The company’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 (3)(4). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Charter Communications has pledged to invest \$10 million in the Black Lives Matter movement and related causes, including the National Urban League (1)(2). Charter indirectly gave to a local chapter of the HRC through its news network, Spectrum (3). Charter Communications is a brass sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (4)(5). The company'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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

**High Risk**

Charter 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.

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