

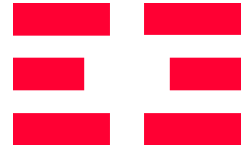


**Visa**

Locations: California (HQ)

Industries: Diversified Financials

**RISK LEVEL:**



**High Risk**

**DESCRIPTION:**

Visa has terminated business relationships due to political beliefs with The David Horowitz Freedom Center after the SPLC labeled it as a hate group. Visa 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, Visa 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. Visa 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. Visa is a corporate partner of the Human Rights Campaign (HRC) and has also funded the American Civil Liberties Union (ACLU) and the National Urban League. The company is a member of the Business Coalition for the Equality Act and funds multiple LGBTQ organizations. Visa enacted a new product code system for firearms which could allow them to be tracked and covers the cost of "medically necessary transition-related care" for its employees and their children. Visa is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Visa 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.** **High Risk**

*In 2018, Visa refused to allow donations to be processed if they were for the David Horowitz Freedom Center (1)(2). Visa 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 (3)(4).*

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

*Visa (1)(2).*

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

*Visa 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). Visa's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). Visa does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

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

1)(2). The company's CEO is a member of the Business Roundtable and signed the 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (3)(4). Visa indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Visa pledged over \$15 million to the Black Lives Matter movement and related causes, including the ACLU and the National Urban League (1)(2). The company is a silver partner of the HRC, a copper sponsor of Out & Equal, and a corporate partner of the National LGBT Chamber of Commerce (3)(4)(5). Visa 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. Visa is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (8)(9).

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

**High Risk**

Visa 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. Visa lobbied for the Equality Act (3)(4)(5).

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