



Discover Financial Services

Locations: Illinois (HQ)

Industries: Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

Discover Financial Services scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company 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. [Company Name] 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. Discover integrates ESG into its business practices, including for suppliers and vendors. Discover 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. The company is a member of the Business Coalition for the Equality Act. Discover specifically matches funds to the ACLU, EJI, and National Urban League. Discover signed the CEO Action for Diversity & Inclusion pledge and is a silver sponsor of Out & Equal. The company has donated to the Equality PAC. Discover is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Discover 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**

Discover 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). Discover integrates ESG into its business practices, including for suppliers and vendors (3)(4). Discover has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (5). However, Discover has not publicly 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. **High Risk**

Discover(1)(2).

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

High Risk

Discover 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). Discover'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)(4). Discover does not provide viewpoint protections for its employees (5). Discover is committed to "implement and expand unconscious bias education" (6).

Corporate Governance and Public Policy

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

High Risk

Discovering 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. Discover is a member of the Business Coalition for the Equality Act (3).

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

High Risk

Discover 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)(4). Discover 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 (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Discover enables matching employee donations to the American Civil Liberties Union (ACLU), Equal Justice Initiative (EJI), and the National Urban League (7)(8)(9)(10). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (11)(12).

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

High Risk

Discover 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. Discover (3)(4)(5).

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