



# Tetra Tech, Inc.

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Tetra Tech, Inc. has not publicly terminated business relationships based on views or beliefs. Tetra Tech discriminates against some religious organizations in its charitable giving and provides services to accelerate the global transition to net zero. However, it protects its employees against viewpoint discrimination and does not use its political contributions for ideological purposes. For these reasons, Tetra Tech, Inc. receives a Lower Risk rating.

## Corporate Weaponization

**Has canceled 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**

*Tetra Tech has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*According to its guidelines for gift matching, "Tetra Tech may determine that matching funds may be denied when the beneficiary supports groups or organizations with beliefs contrary to company affirmative action or equal opportunity employer policies and practices" (1). Its equal opportunity employer policies require no discrimination based on gender identity or sexual orientation, thereby excluding some religious charities (2).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Lower Risk**

*Tetra Tech, Inc. protects its employees against viewpoint discrimination (1).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk**

*Tetra Tech, Inc. states that "diversity, equity, and inclusion are among Tetra Tech's core values" and provides "services that accelerate the global transition to net zero" (1).*

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

*Tetra Tech, Inc. funded “a local nonprofit that supports LGBTQ+ youth in the community” (1). Otherwise, there are no publicly known cases of Tetra Tech, Inc. using its corporate funds to advance ideological causes, organizations, or policies (2).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

*Tetra Tech, Inc. has not used its PAC donations for ideological purposes and has not reported on its lobbying (1)(2)(3).*

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