



# Texas Roadhouse, Inc.

Locations: Kentucky (HQ)  
Industries: Food Beverage and Tobacco

RISK LEVEL:



Lower Risk

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## DESCRIPTION:

Texas Roadhouse, Inc. is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Texas Roadhouse does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

## 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**

*Texas Roadhouse 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. Lower Risk**

*Texas Roadhouse does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).*

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

*In July 2025 America First Legal filed a letter with the EEOC requesting a civil rights investigation into Texas Roadhouse over discriminatory practices in hiring (1)(2). Texas Roadhouse does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

Texas Roadhouse has not supported ideological causes or policies (1).

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

Texas Roadhouse sponsored the following 2x events in 2025: Wilton Manors Stonewall Pride, Greenwood Indiana Pride (1)(2). Otherwise, there are no publicly known cases of Texas Roadhouse using corporate funds to advance ideological causes, organizations, or policies (3).

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

Texas Roadhouse does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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