



# Comfort Systems USA

Locations: Texas (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Comfort Systems USA (CSUSA), does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, CSUSA 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

*CSUSA 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

*CSUSA 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

*CSUSA implements unconscious bias training for its employees (1). In 2021, it also participated in Construction Inclusion Week, "a five-day training that identified ways to advance diversity, equity, and inclusion in construction" (2). CSUSA 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

*CSUSA has not supported ideological causes or policies (1).*

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

*CSUSA has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#)[\(2\)](#).*

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

*CSUSA does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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