

**VIEWPOINT
DIVERSITY
SCORE**

2023 Business Index

Methodology

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About the Methodology

How Companies were Selected: While viewpoint diversity matters for any company, the Business Index focuses on sectors that have the greatest potential to impact free speech and religious freedom. These include industries that provide essential banking, payment processing, and cloud services, or that serve as platforms for third-party expression in the digital space. For the 2023 edition, the index focused on **business services, financials, media, technology, and telecommunications**.

Only Fortune 1000 companies in the specific sectors of concern were considered for inclusion in the 2023 Business Index. If a company scored in the inaugural 2022 Business Index was found to have lost its place on the subsequent Fortune 1000 list, it was kept for scoring if it still met the basic criteria for index consideration. We scored seventy-five companies for this second edition of the index and plan to increase the number of scored companies each year. While we did not proactively score non-Fortune 1000 companies or firms outside of the specific sectors of concern, companies of various sizes in other sectors may request to participate.

To be eligible for consideration, a company must be headquartered in the United States and either employ at least five-hundred full-time staff members in the U.S. or have annual revenues of \$1 billion or more. Subsidiary companies, government entities, or non-profit organizations are not eligible to participate at this time.

Data Collection: Data was acquired from two primary sources for this project. First, it was acquired from voluntary disclosures made by individual companies that participated in the survey portion of the Viewpoint Diversity Score Business Index. Second, it was acquired from publicly available information such as company reports, filings, press releases, terms of service, community standards, general use policies, and third-party statements.

Sources Reviewed: Each question was scored based on specific sources germane to each section of the index. For a comprehensive list of sources reviewed within each section, see [Appendix S](#). For specific details about the types of sources reviewed for each question, see the “Sources Reviewed” tab in the data spreadsheet, which can be downloaded at www.ViewpointDiversityScore.org.

Research Process: Data was collected and analyzed from August of 2022 through April of 2023. Source data was viewed at the time of analysis and recorded in the spreadsheet. Some URLs included in the spreadsheet may no longer be operable due to company decisions to relocate or change data. Information scored was current as of the date it was reviewed during the evaluation period.

Criteria 1: Market Questions and Scoring Criteria

A: Respecting Customers' Freedom of Expression and Belief

1. Terms of Use/Service Avoid Unclear or Imprecise Terms.

Do all product or service-related policies that pertain to 1) denial or termination of service, 2) restriction of digital accounts, or 3) content censorship avoid unclear or imprecise terms that are subject to different meanings and could be used to suppress particular viewpoints of customers, sellers, creators, users, or external stakeholders (see [Appendix A](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on public data and company response</i>, information meets conditions 1 and 2:</p> <ol style="list-style-type: none"> No public corporate policies* include unclear or imprecise terms that could limit expressive activity (see Appendix A). Company affirmed on the relevant component(s) of survey question 1** that it publicly discloses all guidelines, policies, and standards governing any of the following determinations/actions: <ul style="list-style-type: none"> denying or terminating service restricting digital accounts censoring content
Partial	2	X
	1	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> Company responded to survey but did not provide a response on the relevant component(s) of survey question 1**, and no public corporate policies include unclear or imprecise terms that could limit expressive activity (see Appendix A). Company response on the relevant component(s) of survey question 1** did not affirm that all policies used to restrict content or access to services are publicly disclosed; and no public corporate policies include unclear or imprecise terms that could limit expressive activity (see Appendix A). Company did not respond to survey as a whole* and no public corporate policies include unclear or imprecise terms that could limit expressive activity (see Appendix A).
No	0	<p><i>Based on public data only</i>, corporate policies include unclear or imprecise terms (see Appendix A) that could limit expressive activity.</p>
Unresponsive	U	X

Insufficient Disclosure	I***	Based on public data only , information meets conditions 1 or 2: 1. Public data is vague, unclear , or potentially problematic . 2. Public data is irrelevant .
Not Applicable	N****	Based on public data and company response, open-source research located no relevant public corporate policies and company indicated on the relevant component(s) of survey question 1** that it does not engage in relevant activity.

X = Response not valid for this question.

*Does NOT include rules for public comments and chat forums on company's website(s) or social media account(s). Applies to core product/service offerings: those activities central to companies' operations and/or purpose(s).

**2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

***Score value = 0

****Score value is not factored into percentage.

2. Harmful Conduct Policies Apply Equally.

If any product or service-related policies prohibit legitimately harmful behavior such as “harassment” or “bullying” (see [Appendix B](#)), do such policies 1) apply equally to everyone irrespective of personal traits or identifiers and 2) avoid restricting the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on public data and company response, information meets conditions 1 and 2: 1. No public corporate policies* include terms (see Appendix B) that could be applied in one or more of the following ways: <ul style="list-style-type: none"> To limit protections against legitimately harmful behavior to those within particular protected groups To restrict the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable. 2. Company affirmed on the relevant component(s) of survey question 1** that it publicly discloses all guidelines, policies, and standards governing any of the following determinations/actions: <ul style="list-style-type: none"> denying or terminating service restricting digital accounts censoring content
Partial	2	X

	1	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> Company responded to survey but did not provide a response on the relevant component(s) of survey question 1**, and no public corporate policies* include terms (see Appendix B) that could be applied in one or more of the following ways: <ul style="list-style-type: none"> To limit protections (against legitimately harmful behavior) to those within particular protected groups To restrict the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable Company response on the relevant component(s) of survey question 1** did not confirm that all policies used to restrict content or access to services are publicly disclosed; and no public corporate policies* include terms (see Appendix B) that could be applied in one or more of the following ways: <ul style="list-style-type: none"> Limit protections (against legitimately harmful behavior) to those within particular protected groups Restrict the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable Company did not respond to survey as a whole* and no public corporate policies* include terms (see Appendix B) that could be applied in one or more of the following ways: <ul style="list-style-type: none"> Limit protections (against legitimately harmful behavior) to those within particular protected groups Restrict the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable
No	0	<p><i>Based on public data only</i>, information meets conditions 1 or 2:</p> <ol style="list-style-type: none"> Public corporate policies* include terms (see Appendix B) that could limit protections against legitimately harmful behavior to those within particular protected groups Public corporate policies* include terms (see Appendix B) that could restrict the expression of viewpoints based on subjective judgements about whether some members of a protected group may find an idea offensive, hurtful, misguided, or otherwise objectionable
Unresponsive	U	X

Insufficient Disclosure	I***	<i>Based on public data only, information meets conditions 1 or 2:</i> 1. Public data is vague, unclear , or potentially problematic . 2. Public data is irrelevant .
Not Applicable	N****	<i>Based on public data and company response</i> , open-source research located no relevant public corporate policies and company indicated on the relevant component(s) of survey question 1** that it does not engage in relevant activity.

X = Response not valid for this question.

*Does NOT include rules for public comments and chat forums on company's website(s) or social media account(s); does NOT include standard nondiscrimination policies, unless it is reasonably clear that the policy applies to expression. Applies to core product/service offerings: those activities central to companies' operations and/or purpose(s).

**2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

***Score value = 0

****Score value is not factored into percentage.

3. Terms of Use/Service Avoid Viewpoint Discrimination.

Do all product or service-related policies that pertain to 1) denial or termination of service, 2) restriction of digital accounts, or 3) content censorship refrain from imposing viewpoint-based restrictions on speech (see [Appendix C](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<i>Based on public data and company response</i> , information meets conditions 1 and 2: 1. No public corporate policies* impose viewpoint-based restrictions (see Appendix C) on content or access to services. 2. Company affirmed on the relevant component(s) of survey question 1** that it publicly discloses all guidelines, policies, and standards governing any of the following determinations/actions: <ul style="list-style-type: none"> • denying or terminating service • restricting digital accounts • censoring content
Partial	2	X

	1	Based on public data and/or company response, information meets conditions 1 or 2: 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 1**, and no public corporate policies impose viewpoint-based restrictions (see Appendix C) on content or access to services. 2. Company response on the relevant component(s) of survey question 1** did not confirm that all policies used to restrict content or access to services are publicly disclosed; and no public corporate policies impose viewpoint-based restrictions (see Appendix C) on content or access to services. 3. Company did not respond to survey as a whole* and no public corporate policies impose viewpoint-based restrictions (see Appendix C) on content or access to services.
No	0	Based on public data only , public corporate policies* impose viewpoint-based restrictions (see Appendix C) on content or access to services.
Unresponsive	U	X
Insufficient Disclosure	I***	Based on public data only , information meets condition 1 or 2: 1. Public data is vague, unclear , or potentially problematic . 2. Public data is irrelevant .
Not Applicable	N****	Based on public data and company response, open-source research located no relevant public corporate policies and company indicated on the relevant component(s) of survey question 1** that it does not engage in relevant activity.

X = Response not valid for this question.

*Does NOT include rules for public comments and chat forums on company's website(s) or social media account(s); Applies to core product/service offerings: those activities central to companies' operations and/or purpose(s).

**2022 Viewpoint Diversity Survey was sent to all scored companies (see).

***Score value = 0

****Score value is not factored into percentage.

4. Public Anti-Viewpoint Discrimination Policy.

Does the company publicly disclose a policy that prohibits 1) discrimination, 2) denial or termination of service, 3) restriction of digital accounts, or 4) content censorship based on the religious and ideological viewpoint(s) of customers, sellers, creators, users, or other stakeholders (see [Appendix D](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
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Yes	3	<p><i>Based on public data only, information meets condition 1 or 2:</i></p> <ol style="list-style-type: none"> Digital service provider policy applies to all product/services, is located on the main public website, and includes the following Appendix D components: <ul style="list-style-type: none"> • Component 1's subcomponents a, b, c, and d • Component 2's subcomponents a and b • Component 3 Non-digital service provider policy is located on the main public website, applies to all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> • Component 1's subcomponent a • Component 2's subcomponent a and b • Component 3
Partial	2	<p><i>Based on public data only, information meets conditions 1, 2, 3, or 4:</i></p> <ol style="list-style-type: none"> Digital service provider policy is located on main public website, applies to some/all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> • Component 1's subcomponents a, b, c, and d • Component 2's subcomponents a and b Digital service provider policy is located on main public website, applies to some/all products/services, and includes Appendix D Component 3. Non-digital service provider policy is located on the main public website, applies to some/all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> • Component 1's subcomponent a • Component 2's subcomponent a and b Non-digital service provider policy is located on main public website, applies to some/all products/services, and includes Appendix D Component 3.

	1	<p><i>Based on public data only, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> Digital service provider policy is located on the main public website, applies to some/all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> Component 1's subcomponents a, b, c, and d Component 2's subcomponent a Non-digital service provider policy is located on the main public website, applies to some/all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> Component 1's subcomponent a Component 2's subcomponent a Non-digital service provider policy is located on the main public website, applies to some/all products/services, and includes the following Appendix D components: <ul style="list-style-type: none"> Component 1's subcomponent a Component 2's subcomponent b
No	0	<i>Based on public data only, no policy with the minimum acceptable Appendix D components was identified.</i>
Unresponsive	U	X
Insufficient Disclosure	I*	<p><i>Based on public data only, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> Public data is vague, unclear, or potentially problematic. Public data is irrelevant. Public data is incomplete because available language merely constitutes a disclaimer of a consumer's rights under law and does not disclose an affirmative obligation on the part of the company to avoid discrimination.
Not Applicable	N	X

X = Response not valid for this question.

*Score value = 0

5. Notice of Content or Service Restrictions.

Does the company have a notice policy requiring the company to provide specific notifications to customers, sellers, creators and/or users affected by a decision to 1) deny or terminate service, 2) restrict digital accounts, or 3) censor content (see [Appendix E](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
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Yes	3	Based on public data only , notice policy is located on main public website (not linked source), specifies that notification(s) are provided no later than 24 hours after canceling or restricting service where no contractual relationship exists between parties and at least 30 days prior where a contractual relationship exists with one or more of the affected parties, applies to all products/services, and includes all of the following Appendix E notifications: <ul style="list-style-type: none"> • notice of any content/service(s) affected • the specific reason(s) for all types of restriction(s)/sanction(s) imposed • the duration of imposed restriction(s)/sanction(s)
Partial	2	Based on public data only , notice policy is located on main public website (not linked source), specifies that notification(s) are provided no later than 24 hours after canceling or restricting service where no contractual relationship exists between parties or at least 30 days prior where a contractual relationship exists with one or more of the affected parties, applies to some/all products/services, and includes at least two of the following Appendix E notifications: <ul style="list-style-type: none"> • notice of any content/service(s) affected • the specific reason(s) for some/all types of restriction(s)/sanction(s) imposed • the duration of imposed restriction(s)/sanction(s)
	1	Based on public data only , notice policy is located on main public website (not linked source), applies to some/all products/services, and includes at least one of the following Appendix E notifications: <ul style="list-style-type: none"> • notice of any content/service(s) affected • the specific reason(s) for some/all types of restriction(s)/sanction(s) imposed • the duration of imposed restriction(s)/sanction(s)
No	0	Based on public data only , no policy with minimum acceptable Appendix E components identified.
Unresponsive	U	X
Insufficient Disclosure	I*	Based on public data only , information meets conditions 1 or 2: 1. Public data is vague, unclear, or potentially problematic . 2. Public data is irrelevant .
Not Applicable	N**	Based on public data only , company does not engage in relevant activity.

X = Response not valid for this question.

*Score value = 0

**Score value is not factored into percentage.

6. CSR/ESG Reporting Includes Freedom of Expression and Belief.

If the company publicly issues one or more reports regarding its performance/commitment to corporate social responsibility (CSR), environmental, social, and governance practices (ESG), human rights, or civil rights, do the two most recent reports address the company's efforts to protect its customer's, seller's, creator's, user's, or other external stakeholder's 1) freedom of expression and/or 2) freedom of religion or belief (FoRB) (see [Appendix F](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on public data only, CSR/ESG/human/civil rights report(s)* include(s) three or more references** to the following:</i></p> <ul style="list-style-type: none"> Freedom of expression or synonymous terms (see Appendix F) Freedom of religion or belief or synonymous terms (see Appendix F)
Partial	2	<p><i>Based on public data only, CSR/ESG/human/civil rights report(s)* include(s) two references** to the following:</i></p> <ul style="list-style-type: none"> Freedom of expression or synonymous terms (see Appendix F) Freedom of religion or belief or synonymous terms (see Appendix F)
	1	<p><i>Based on public data only, CSR/ESG/human/civil rights report(s)* include(s) one reference** to the following:</i></p> <ul style="list-style-type: none"> Freedom of expression or synonymous terms (see Appendix F) Freedom of religion or belief or synonymous terms (see Appendix F)
No	0	<p><i>Based on public data only, no CSR/ESG/human/civil rights report(s)* include(s) any references** to the following:</i></p> <ul style="list-style-type: none"> Freedom of expression or synonymous terms (see Appendix F) Freedom of religion or belief or synonymous terms (see Appendix F)
Unresponsive	U	X
Insufficient Disclosure	I***	<p><i>Based on public data only, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> Public data is vague, unclear, or potentially problematic. Public data is irrelevant.
Not Applicable	N****	<p><i>Based on public data only, company does not engage in ESG/CSR/human/civil rights reporting; no public data available.</i></p>

X = Response not valid for this question.

*For the purposes of this question, we distinguish between **reports** and stand-alone **policies**. Reports track progress toward a stated commitment or goal, whereas policies lay out commitments or constraints on action. A “human rights policy” or commitment may only be scored under this question if it is included in a report more broadly focused on company actions and initiatives and is **not** a stand-alone policy.

“Reference” means use of any specified term in a sentence (e.g., “we value **viewpoint diversity in the

workplace,” or “**viewpoint diversity** means respecting employees, customers, and stakeholders who hold diverse religious and ideological beliefs.”). If there are multiple synonymous terms in a single sentence, only one point is earned for that sentence. Synonymous terms in separate sentences, however, are scored individually.

***Score value = 0

****Score value is not factored into percentage.

B: Respecting Vendors' Freedom of Expression and Belief

1. Respects Vendor Freedom in Hiring and Employment.

Does the company have a policy that affirms that it respects the freedom of vendors, suppliers, and/or contractors to make determinations about their own hiring and employment policies consistent with their mission, values, and applicable laws (see [Appendix G](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 3* that it maintains a Third Party Workforce Freedom Policy that includes the following Appendix G components:</i></p> <ul style="list-style-type: none"> • Component 1's subcomponents a, b, and c • Component 2's subcomponents a, b, and c
Partial	2	<p><i>Based on company response only company indicated on the relevant component(s) of survey question 3* that it maintains a Third Party Workforce Freedom Policy that includes the following Appendix G components:</i></p> <ul style="list-style-type: none"> • At least one of Component 1's subcomponents a, b, or c • At least one of Component 2's subcomponents a, b, or c
	1	X
No	0	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 3* that it does not maintain a Third Party Workforce Freedom Policy meeting the criteria to score at 2 or 3.</i></p>
Unresponsive	U**	<p><i>Based on company response only, company did not respond to survey as a whole*.</i></p>
Insufficient Disclosure	I**	<p><i>Based on company response only, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Company response on the relevant component(s) of survey question 3* is vague, unclear, or potentially problematic. 2. Company response on the relevant component(s) of survey question 3* is incomplete.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

2. Respects Vendor Freedom Concerning DE&I Practices.

Does the company respect the freedom of third parties (e.g., vendors, suppliers, and/or contractors) to determine their own workforce policies or programming related to diversity, equity, and inclusion (DE&I) consistent with their mission, values, and applicable laws?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 3* that it has no requirement or expectation that third parties affirm or implement one or more of the following:</i></p> <ul style="list-style-type: none"> • DE&I training • Integration of DE&I into workplace management policies or practices • Diversity benchmarks for boards or workforces • Mandated measurement or disclosure of DE&I metrics • Promotion of DE&I through programs and initiatives • Adherence to workforce nondiscrimination policies, regardless of companies' particular state(s) or local jurisdiction(s)**, that include any protected categories or activities over and above those defined in U.S. federal law as: <ul style="list-style-type: none"> ○ race ○ color ○ religion ○ sex ○ national origin ○ disability ○ genetic information
Partial	2	X
	1	X

No	0	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> Company indicated on the relevant component(s) of survey question 3* that it has a requirement or expectation that third parties affirm or implement one or more of the following: <ul style="list-style-type: none"> • DE&I training • Integration of DE&I into workplace management policies or practices • Diversity benchmarks for boards or workforces • Mandated measurement or disclosure of DE&I metrics • Promotion of DE&I through programs and initiatives • Adherence to workforce nondiscrimination policies, regardless of companies' particular state(s) or local jurisdiction(s)**, that include any protected categories or activities over and above those defined in U.S. federal law as: <ul style="list-style-type: none"> ○ race ○ color ○ religion ○ sex ○ national origin ○ disability ○ genetic information Company responded to survey but did not provide a response to the relevant component(s) of survey question 3*, and open-source research identified a requirement or expectation that third parties affirm or implement one or more of the following: <ul style="list-style-type: none"> • DE&I training • Integration of DE&I into workplace management policies or practices • Diversity benchmarks for boards or workforces • Mandated measurement or disclosure of DE&I metrics • Promotion of DE&I through programs and initiatives • Adherence to workforce nondiscrimination policies, regardless of companies' particular state(s) or local jurisdiction(s)**, that include any protected categories or activities over and above those defined in U.S. federal law as: <ul style="list-style-type: none"> ○ race ○ color ○ religion ○ sex ○ national origin ○ disability ○ genetic information Company did not respond to survey as a whole* and open-
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		<p>source research identified a requirement or expectation that third parties affirm or implement one or more of the following:</p> <ul style="list-style-type: none"> • DE&I training • Integration of DE&I into workplace management policies or practices • Diversity benchmarks for boards or workforces • Mandated measurement or disclosure of DE&I metrics • Promotion of DE&I through programs and initiatives • Adherence to workforce nondiscrimination policies, regardless of companies' particular state(s) or local jurisdiction(s)**, that include any protected categories or activities over and above those defined in U.S. federal law as: <ul style="list-style-type: none"> ○ race ○ color ○ religion ○ sex ○ national origin ○ disability ○ genetic information
Unresponsive	U***	<p><i>Based on public data and company response, company did not respond to survey as a whole* and insufficient public data is available to score at 0 or I.</i></p>

Insufficient Disclosure	I***	<p><i>Based on public data or company response, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*; and insufficient public data is available to score at 0 or I. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*; and public data is vague, unclear, or potentially problematic, such as the following: <ul style="list-style-type: none"> • General reference(s) to “diversity”, “equity”, and “inclusion” without specifying that such terms/principles must be integrated into trainings, policies, or management • General encouragement to take part in DE&I surveys or programs without clear evidence that participation in such programming is a strict condition of doing business with the company • Reference(s) to requiring third parties to adhere to a workforce nondiscrimination policy without further specification 3. Company did not respond to survey as a whole* and public data is vague, unclear, or potentially problematic, such as the following: <ul style="list-style-type: none"> • General reference(s) to “diversity”, “equity”, and “inclusion” without specifying that such terms/principles must be integrated into trainings, policies, or management • General encouragement to take part in DE&I surveys or programs without clear evidence that participation in such programming is a strict condition of doing business with the company • Reference(s) to requiring third parties to adhere to a workforce nondiscrimination policy without further specification
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**This question is limited to states or jurisdictions within the United States. Third party suppliers, vendors, and contractors should have discretion to manage their workplaces consistent with their values and should not be universally required to adhere to policies that constrain such freedom other than what is legally required. Because such requirements vary between federal, state, and local jurisdictions, companies should not require third party adherence to nondiscrimination policies that go beyond what is specified across the board by federal law.

***Score value = 0

3. Prohibits Viewpoint Discrimination Against Vendors.

Does the company have a policy prohibiting discrimination against third parties (e.g., vendors, suppliers, or contractors) based on religion or ideology, and/or affirming respect for third parties' free speech/religious freedom?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on public data or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> Company indicated on the relevant component(s) of survey questions 3* that it maintains a policy that applies to vendors, suppliers, and contractors and includes at least two of the following components: <ul style="list-style-type: none"> Prohibits discrimination based on religion Prohibits discrimination based on ideology/political affiliation Affirms free speech/expression or freedom of speech/expression Affirms free religion/belief or freedom of religion/belief Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*, and open-source research identified a policy that applies to vendors, suppliers, and contractors and includes at least two of the following components: <ul style="list-style-type: none"> Prohibits discrimination based on religion Prohibits discrimination based on ideology/political affiliation Affirms free speech/expression or freedom of speech/expression Affirms free religion/belief or freedom of religion/belief Company did not respond to survey as a whole*; and open-source research identified a policy that applies to vendors, suppliers, and contractors and includes at least two of the following components: <ul style="list-style-type: none"> Prohibits discrimination based on religion Prohibits discrimination based on ideology/political affiliation Affirms free speech/expression or freedom of speech/expression Affirms free religion/belief or freedom of religion/belief
Partial	2	X

	1	<p><i>Based on public data or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> 1. Company indicated on the relevant components of survey question 3* that it maintains a policy that applies to vendors, suppliers, and contractors and includes at least one of the following components: <ul style="list-style-type: none"> • Prohibits discrimination based on religion • Prohibits discrimination based on ideology/political affiliation • Affirms free speech/expression or freedom of speech/expression • Affirms free religion/belief or freedom of religion/belief 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*, and open-source research identified a policy that applies to vendors, suppliers, and contractors and includes at least one of the following components: <ul style="list-style-type: none"> • Prohibits discrimination based on religion • Prohibits discrimination based on ideology/political affiliation • Affirms free speech/expression or freedom of speech/expression • Affirms free religion/belief or freedom of religion/belief 3. Company did not respond to survey as a whole*; and open-source research identified a policy that applies to vendors, suppliers, and contractors and includes at least one of the following components: <ul style="list-style-type: none"> • Prohibits discrimination based on religion • Prohibits discrimination based on ideology/political affiliation • Affirms free speech/expression or freedom of speech/expression • Affirms free religion/belief or freedom of religion/belief
No	0	<p><i>Based on company response only</i>, company indicated on the relevant component(s) of survey question 3* that it does not maintain a policy meeting the criteria to score at 3, 1, or I.</p>
Unresponsive	U**	<p><i>Based on public data and company response</i>, company did not respond to survey as a whole* and insufficient public data is available to score at 3, 1, or I.</p>

Insufficient Disclosure	I**	<p><i>Based on public data and company response, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*; and public data is vague, unclear, or potentially problematic. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 3*; and insufficient public data is available to score at 3 or I. 3. Company did not respond to survey as a whole* and public data is vague, unclear, or potentially problematic.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0.

C: Transparent Screening and Enforcement Practices

1. Criteria for Restricting Service or Content Disclosed.

Does the company affirm that all guidelines, policies, and standards pertaining to the following actions are accessible on its main public website: 1) denying or terminating service, 2) restricting digital accounts, or 3) censoring content?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 1* that it publicly discloses all policies, guidelines, or standards related to the following on its main public website (on-site or linked source) : <ul style="list-style-type: none"> denying of terminating service restricting digital accounts censoring content
Partial	2	X
	1	X
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 1* that it does not publicly disclose all policies, guidelines, or standards related to the following on its main public website (on-site or linked source) : <ul style="list-style-type: none"> denying of terminating service restricting digital accounts censoring content
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 1*.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

2. Corporate Blacklist(s) Disclosed.

Does the company disclose on its main public website the existence of A) any non-public internal list(s) or database(s) used or consulted to 1) deny or terminate service, 2) restrict digital accounts, or 3) censor user content, and B) the process governing how persons and/or groups are placed on such internal list(s)/database(s)?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 1* that it publicly discloses all internal lists/databases used to flag or identify customers, users, or content for the following purposes on its main public website (on-site or linked source), as well as any process(es) for how individuals or groups are included on such lists or databases:</i></p> <ul style="list-style-type: none"> • denying of terminating service • restricting digital accounts • censoring content
Partial	2	X
	1	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 1* that it publicly discloses that it publicly discloses some internal lists/databases used to flag or identify customers, users, or content for the following purposes on its main public website (on-site or linked source):</i></p> <ul style="list-style-type: none"> • denying of terminating service • restricting digital accounts • censoring content
No	0	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 1* that it does not disclose any of the following:</i></p> <ul style="list-style-type: none"> • internal lists or databases used to flag or identify customers, users, or content • process(es) for how individuals or groups are included on such lists or databases
Unresponsive	U**	<i>Based on company response only, company did not respond to survey as a whole*.</i>

Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 1* is vague, unclear, or potentially problematic; and any responses provided are insufficient to score at 0. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 1*.
Not Applicable	N***	Based on company response only , company indicated on the relevant component(s) of survey question 1* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

3. NGO Requests to Censor or Restrict Service Disclosed.

If the company receives requests or recommendations by (third party) non-government organizations to 1) deny or terminate service, 2) restrict digital accounts, or 3) censor content, does it disclose the following about each request/recommendation: A) the name of the (third party) non-government organization requesting or recommending action by the company, B) each action requested (1, 2, or 3), C) the rationale for the request or recommendation, and D) the company's response to the request or recommendation?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 2* that it publicly discloses all of the following about all NGO requests to deny or terminate service, restrict digital accounts, or censor content: <ul style="list-style-type: none"> the name of the non-government organization making each request/recommendation each action requested the rationale for each request/recommendation the company's response
Partial	2	Based on company response only , company indicated on the relevant component(s) of survey question 2* that it publicly discloses some of the following about some NGO requests to deny or terminate service, restrict digital accounts, or censor content: <ul style="list-style-type: none"> the name of the non-government organization making each request/recommendation each action requested the rationale for each request/recommendation the company's response

	1	X
No	0	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 2* that it does not publicly disclose any of the following about NGO requests to deny or terminate service, restrict digital accounts, or censor content:</i></p> <ul style="list-style-type: none"> • the name of the non-government organization making each request/recommendation • each action requested • the rationale for each request/recommendation • the company's response
Unresponsive	U**	<i>Based on company response only, company did not respond to survey as a whole*.</i>
Insufficient Disclosure	I**	<p><i>Based on company response only, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Company response on the relevant component(s) of survey question 2* is vague, unclear, or potentially problematic. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 2*.
Not Applicable	N***	<i>Based on company response only, company indicated on the relevant component(s) of survey question 2* that it does not engage in relevant activity.</i>

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

4. Government Requests to Censor or Restrict Service Disclosed.

If the company receives requests or recommendations by government entities to 1) deny or terminate service, 2) restrict digital accounts, or 3) censor content, does it disclose the following about each request/recommendation: A) the name of the government entity requesting or recommending action by the company, B) each action requested (1, 2, or 3), C) the rationale for the request or recommendation, and D) the company's response to the request or recommendation?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 2* that it publicly discloses all of the following about all government requests to deny or terminate service, restrict digital accounts, or censor content:</i></p> <ul style="list-style-type: none"> the name of the government entity making each request/recommendation each action requested the rationale for each request/recommendation the company's response
Partial	2	<p><i>Based on company response only, company indicated on the relevant component(s) of survey questions 2* that it publicly discloses some of the following about some government requests to deny or terminate service, restrict digital accounts, or censor content:</i></p> <ul style="list-style-type: none"> the name of the government entity making each request/recommendation each action requested the rationale for each request/recommendation the company's response
	1	X
No	0	<p><i>Based on company response only, company indicated on the relevant component(s) of survey questions 2* that it does not publicly disclose any of the following about government requests to deny or terminate service, restrict digital accounts, or censor content:</i></p> <ul style="list-style-type: none"> the name of the government entity making each request/recommendation each action requested the rationale for each request/recommendation the company's response
Unresponsive	U**	<i>Based on company response only, company did not respond to survey as a whole*.</i>

Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 2* is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 2*.
Not Applicable	N***	Based on company response only company indicated on the relevant component(s) of survey question 2* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

Criteria 2: Workplace Questions and Scoring Criteria

A: Religious and Ideological Diversity in the Workplace

1. Policy Promotes Respect for Diverse Beliefs at Work.

Does the company publicly disclose a policy aimed at ensuring that everyone is respected in the workplace, regardless of their religious or ideological beliefs (see [Appendix H](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on public data only, company has a policy that includes all of the following Appendix H components:</i></p> <ul style="list-style-type: none"> • values religious or ideological diversity (diverse ideas, opinions, beliefs, viewpoints, thought) • encourages mutual understanding and respect • recognizes the business value of viewpoint diversity
Partial	2	<p><i>Based on public data only, company has a policy that includes only two of the following Appendix H components:</i></p> <ul style="list-style-type: none"> • values religious or ideological diversity (diverse ideas, opinions, beliefs, viewpoints, thought) • encourages mutual understanding and respect • recognizes the business value of viewpoint diversity
	1	<p><i>Based on public data only, company has a policy that includes only one of the following Appendix H components:</i></p> <ul style="list-style-type: none"> • values religious or ideological diversity (diverse ideas, opinions, beliefs, viewpoints, thought) • encourages mutual understanding and respect • recognizes the business value of viewpoint diversity
No	0	<i>Based on public data only, company has no policy with the minimum acceptable Appendix H components identified above.</i>
Unresponsive	U	X
Insufficient Disclosure	I*	<p><i>Based on public data only, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Public data is vague, unclear, or potentially problematic. 2. Public data is irrelevant.
Not Applicable	N	X

X = Response not valid for this question.

*Score value = 0

2. Career Webpage(s) Affirm(s) Viewpoint Diversity.

Does the company's publicly accessible DE&I webpage/statement, career webpage, mission/values/culture webpage, and/or official blog, describe its workplace culture using one or more terms synonymous with 1) viewpoint diversity, 2) religious diversity, and/or 3) ideological diversity (see synonyms terms in [Appendix I](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on public data only , company's career webpage(s) include(s) three or more references* to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
Partial	2	Based on public data only , company's career webpage(s) include(s) only two references* to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
	1	Based on public data only , company's career webpage(s) include(s) only one reference* to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
No	0	Based on public data only , company's career webpage(s) include(s) no references* to Appendix I terms.
Unresponsive	U	X
Insufficient Disclosure	I**	Based on public data only , information meets conditions 1 or 2: <ol style="list-style-type: none"> Public data is vague, unclear, or potentially problematic. Public data is irrelevant.
Not Applicable	N	X

X = Response not valid for this question.

Note: DE&I policies/statements are distinct from “reports” for the purposes of this question. We distinguish between how companies describe their workplaces and documents that establish normative standards and expectations for behavior. In addition, ESG or CSR reports are generally not reviewed for this question, except in rare cases where specific language is identified that explicitly describes a company's workplace as tolerant of viewpoint diversity.

*“Reference” means use of any specified term in a sentence (e.g., “we value **viewpoint diversity** in the workplace,” or “**viewpoint diversity** means respecting employees, customers, and stakeholders who hold diverse religious and ideological beliefs.”) If there are multiple synonymous terms in a single sentence, only one point is earned for that sentence. Synonymous terms in separate sentences, however, are scored individually.

**Score value = 0

3. DE&I Reporting Includes Viewpoint Diversity.

If the company publicly reports on its performance and/or commitment to Diversity, Equity, and Inclusion (DE&I) in the workforce, do the two most recent reports reference one or more terms synonymous with 1) viewpoint diversity, 2) religious diversity, and/or 3) ideological diversity (see synonymous terms in [Appendix I](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on public data only , company's Corporate Social Responsibility (CSR)/Environmental Social Governance (ESG)/Diversity, Equity, and Inclusion (DE&I) report(s)* include(s) three or more references** to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
Partial	2	Based on public data only , company's CSR/ESG/DE&I report(s)* include(s) only two references** to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
	1	Based on public data only , company's CSR/ESG/DE&I report(s)* include(s) only one reference** to: <ul style="list-style-type: none"> viewpoint diversity or synonymous term(s) religious diversity or synonymous term(s) ideological diversity or synonymous term(s)
No	0	Based on public data only , company's CSR/ESG/DE&I report(s)* include(s) no references** to Appendix I terms.
Unresponsive	U	X
Insufficient Disclosure	I***	Based on public data only , public data is vague, unclear, or potentially problematic .
Not Applicable	N****	Based on public data only , company does not engage in relevant activity (no relevant public data available).

X = Response not valid for this question.

*For the purposes of this question, we distinguish between **reports** and stand-alone **policies**. Reports track progress toward a stated commitment or goal, whereas policies lay out commitments or constraints on action. A "human rights policy" or commitment may only be scored under this question if it is included in a report more broadly focused on company actions and initiatives, and is **not** a stand-alone policy.

***"Reference" means use of any specified term in a sentence (e.g., "we value **viewpoint diversity** in the workplace," or "**viewpoint diversity** means respecting employees, customers, and stakeholders who hold diverse religious and ideological beliefs.") If there are multiple synonymous terms in a single sentence, only one point is earned for that sentence. Synonymous terms in separate sentences, however, are scored individually.

***Score value = 0

****Score value is not factored into percentage.

4. Workplace Policy Prohibits Religious Discrimination.

Does the company's primary non-discrimination or equal employment opportunity policy include "religion" as a protected category?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on public data only , company policy prohibits discrimination based on religion and/or ideology.
Partial	2	X
	1	X
No	0	Based on public data only , company policy does not prohibit discrimination based on religion and/or ideology.
Unresponsive	U	X
Insufficient Disclosure	I	X
Not Applicable	N	X

X = Response not valid for this question.

B: Respecting Civil Rights and Promoting Viewpoint Diversity

1. Policy Respects Exercise of Civil Rights Outside of Work.

Does the company state in a policy that it respects the freedom of all employees to exercise their civil rights of freedom of speech, free exercise of religion, freedom of association, peaceable assembly, and protest outside of work (see [Appendix J](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 4* that it maintains a policy that covers all of the following Appendix J categories:</i></p> <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest
Partial	2	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 4* that it maintains a policy that covers only two of the following Appendix J categories:</i></p> <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest
	1	<p><i>Based on company response only, indicated on the relevant component(s) of survey question 4* that it maintains a policy that covers only one of the following Appendix J categories:</i></p> <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest
No	0	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 4* that it does not maintain a policy that covers any of the following Appendix J categories:</i></p> <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest

Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 4* is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 4*.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

2. No Undue Restrictions on Expressive Activity Outside Work.

Does the company refrain from imposing any significant restrictions on the religious and/or political expression or activity of employees outside of work, other than acceptable limitations (see [Appendix J](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 5* that it does not maintain a policy that imposes restrictions on the following Appendix J categories: <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest
Partial	2	X
	1	X

No	0	<p><i>Based on public data and company response, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 5* that it maintains a policy that clearly applies to employee speech/conduct outside of work and imposes one or more restrictions on the following Appendix J categories: <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 5*, and open-source research identified a policy that imposes one or more restrictions on the following Appendix J categories: <ul style="list-style-type: none"> • freedom of speech/expression • free exercise of religion • freedom of association • peaceable assembly • protest
Unresponsive	U**	<p><i>Based on company response only, company did not respond to survey as a whole* and insufficient public data is available to score as a 0 or I.</i></p>
Insufficient Disclosure	I**	<p><i>Based on public data and/or company response, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 5*, and public data is vague, unclear, or potentially problematic. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 5*, and insufficient public data is available for review. 3. Company did not respond to survey as a whole* and public data is vague, unclear, or potentially problematic.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

3. Firm-wide Diversity Council Promotes Viewpoint Diversity.

If the company has a firm-wide workforce diversity board or council, does its mission statement or statement of purpose/objectives include encouraging and/or promoting one or more principles synonymous with 1) viewpoint diversity and/or 2) religious diversity (see synonymous terms in [Appendix M](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 6* that its council/board's mission or objective(s) include(s) both of the following: <ul style="list-style-type: none"> viewpoint diversity or synonymous terms religious diversity or synonymous terms
Partial	2	Based on company response only , company indicated on the relevant component(s) of survey question 6* that its council/board's mission or objective(s) include(s) only one of the following: <ul style="list-style-type: none"> viewpoint diversity or synonymous terms religious diversity or synonymous terms
	1	X
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 6* that its council/board's mission or objective(s) include(s) none of the following: <ul style="list-style-type: none"> viewpoint diversity or synonymous terms religious diversity or synonymous terms
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: <ol style="list-style-type: none"> Company response on the relevant component(s) of survey question 6* is vague, unclear, or potentially problematic. Company responded to survey but did not provide a response on the relevant component(s) of survey question 6*, and any responses provided are insufficient to score at 3, 2, or N.
Not Applicable	N***	Based on company response only company indicated on the relevant component(s) of survey question 6* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage

4. Talent Acquisition Prioritizes Viewpoint Diversity.

In the last 12 months, has the company taken specific steps to enhance its external image as a respectful workplace for people who hold diverse religious and/or ideological views?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 7* that it participated in one or more initiatives/events to increase religious or ideological diversity in employee recruitment** in the last 12 months.
Partial	2	X
	1	X
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 7* that it did not participate in any initiatives/events to increase religious or ideological diversity in employee recruitment** in the last 12 months.
Unresponsive	U***	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I***	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 7* is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 7*.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**E.g., partnerships with faith-based organizations to recruit talent from diverse religious communities, or a specific campaign emphasizing the company's desire to attract employees who think differently about a myriad of issues (including religion and politics). Events may be in-person or online.

***Score value = 0

5. DE&I Training Promotes Respect for Different Viewpoints.

If the company offers or requires some form of diversity- or DE&I-related training, does it encourage or promote the importance of respecting and learning from different ideological and religious viewpoints in the workplace?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 8* that it provides some form of DE&I training that covers respect for both of the following: <ul style="list-style-type: none"> ideological viewpoints religious viewpoints
Partial	2	Based on company response only , company indicated on the relevant component(s) of survey question 8* that it provides some form of DE&I training that covers respect for only one of the following: <ul style="list-style-type: none"> ideological viewpoints religious viewpoints
	1	X
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 8* that it does not provide some form of DE&I training that covers respect for either of the following: <ul style="list-style-type: none"> ideological viewpoints religious viewpoints
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: <ol style="list-style-type: none"> Company responded to survey but did not provide a response on the relevant component(s) of survey question 8*, and any responses provided are insufficient to score at 3, 2, or 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 8*.
Not Applicable	N***	Based on company response only , company indicated on the relevant component(s) of survey question 8* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

6. Workforce Training Avoids Divisive Concepts.

Does the company refrain from teaching or advocating divisive concepts (see [Appendix K](#)) in employee training(s) or workplace-related material(s) that denigrate certain people because of their religion, race, or sex?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<i>Based on company response only</i> , company indicated on the relevant component(s) of survey question 8* that it teaches/advocates no concepts that denigrate certain people because of their religion, race, or sex (see Appendix K).
Partial	2	X
	1	X
No	0	<i>Based on public data and/or company response</i> , information meets conditions 1 or 2: 1. Company indicated on the relevant component(s) of survey question 8* that it teaches/advocates one or more concepts that denigrate certain people because of their religion, race, or sex (see Appendix K). 2. Company provided no response on the relevant component(s) of survey question 8* and open-source research identified one or more concepts that denigrate certain people because of their religion, race, or sex (see Appendix K). 3. Company did not respond to survey as a whole* and open-source research identified one or more concepts that denigrate certain people because of their religion, race, or sex (see Appendix K).
Unresponsive	U**	<i>Based on public data and company response</i> , company did not respond to survey as a whole* and insufficient public data is available to score at 0 or I .
Insufficient Disclosure	I**	<i>Based on public data and/or company response</i> , information meets conditions 1, 2, or 3: 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 8*, and any responses provided are insufficient to score at 3 or 0 ; and public data is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 8*, and any responses provided are insufficient to score at 3 or 0 ; and insufficient public data is available for review. 3. Company did not respond to survey as a whole* and public data is vague, unclear, or potentially problematic .

Not Applicable	N	X
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X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

C: Respecting Religious Diversity at Work**1. Clear Process for Forming Employee Resource Groups.**

Does the company disclose a written policy or process for employees to request and form Employee Resource Groups (ERGs)?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<i>Based on company response only, company indicated on the relevant component(s) of survey question 9* that it maintains a written policy with guidance for forming and operating an ERG.</i>
Partial	2	X
	1	X
No	0	<i>Based on company response only, company indicated on the relevant component(s) of survey question 9* that it does not maintain a written policy with guidance for forming and operating an ERG.</i>
Unresponsive	U**	<i>Based on company response only, company did not respond to survey as a whole*.</i>
Insufficient Disclosure	I**	<i>Based on company response only, company responded to survey but did not provide a response on the relevant component(s) of survey question 9*.</i>
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

2. At Least One Faith-Specific ERG Recognized.

Does the company officially recognize one or more Employee Resource Groups (ERGs) specific to different religious faiths (e.g., Christian, Jew, Muslim, Hindu, Buddhist, Sikh, Mormon, Jehovah's Witness) in the workforce?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on public data and/or company response</i>, information meets conditions 1 or 2:</p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 9* that it recognizes one or more ERGs representative of specific religious faith. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9* and open-source research identified one or more ERGs representative of a specific religious faith. 3. Company did not respond to survey as a whole* and open-source research identified one or more ERGs representative of a specific religious faith.
Partial	2	<p><i>Based on company response only</i>, company indicated on the relevant component(s) of survey question 9* that it does not currently recognize a religious ERG but would allow employees to form an officially-recognized interfaith ERG or officially-recognized religious ERGs representative of specific faiths.</p>
	1	<p><i>Based on public data and/or company response</i>, information meets conditions 1 or 2:</p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9*, and open-source research identified at least one officially recognized interfaith ERG. 2. Company did not respond to survey as a whole* and open-source research identified at least one officially recognized interfaith ERG.

No	0	<p><i>Based on public data and/or company response</i>, information meets conditions 1 or 2:</p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 9* that it does not currently recognize a religious ERG and would not allow employees to form an officially-recognized interfaith ERG or officially-recognized religious ERGs representative of specific faiths. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9*, and open-source research identified no religious ERGs (interfaith or faith-specific). 3. Company did not respond to survey as a whole*, and open-source research identified no religious ERGs (interfaith or faith-specific).
Unresponsive	U**	<p><i>Based on public data and company response</i>, company did not respond to survey as a whole* and insufficient public data is available to score at 3, 1, 0, or I.</p>
Insufficient Disclosure	I**	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, 3, 4, or 5:</p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9*, and public data is vague, unclear, or potentially problematic. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9*, and insufficient public data is available for review. 3. Company response on the relevant component(s) of survey question 9* is vague, unclear, or potentially problematic, and any responses provided are insufficient to score at 2 or 0; and public data is vague, unclear, or potentially problematic. 4. Company response on the relevant component(s) of survey question 9* is vague, unclear, or potentially problematic, and any responses provided are insufficient to score at 2 or 0; and insufficient public data is available for review. 5. Company did not respond to survey as a whole*, public data is insufficient to score at 3, 1, or 0, and public data is vague, unclear, or potentially problematic.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

3. Each Religious ERG Has Executive Sponsor or Champion.

If the company has one or more religious employee resource groups (ERGs), including interfaith ERGs, do some or all of them have an executive sponsor or champion (i.e., a sponsor or champion at the vice president level or higher)?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 9* that all religious ERGs have an executive sponsor (even if the company only has a single faith-based ERG).
Partial	2	X
	1	Based on company response only , company indicated on the relevant component(s) of survey question 9* that at least one but not all religious ERGs have an executive sponsor.
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 9* that no religious ERGs have an executive sponsor.
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 9* is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 9*; and any responses provided are insufficient to score at 3, 1, or 0 .
Not Applicable	N***	Based on company response only , company indicated on the relevant component(s) of survey question 9* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

4. All Active ERGs Displayed on Company Website.

Does the company display all active employee resource groups (ERGs) on its website?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 9* that all active ERGs are displayed on its main public website.
Partial	2	X
	1	X
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 9* that all active ERGs are not displayed on its main public website.
Unresponsive	U**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 9*.
Insufficient Disclosure	I**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 9*.
Not Applicable	N***	Based on company response only company indicated on the relevant component(s) of survey question 9* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage.

5. Equal Access and Opportunity for Religious ERGs.

If the company has one or more religious employee resource groups (ERGs), does the company ensure that religious ERGs have the same access to company resources and opportunities as nonreligious ERGs (see [Appendix L](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 9* that religious ERGs have the same access and opportunity as non-religious ERGs (see Appendix L).
Partial	2	X
	1	X

No	0	Based on company response only , company indicated on the relevant component(s) of survey question 9* that religious ERGs do not have the same access and opportunity as non-religious ERGs (see Appendix L).
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 9*.
Not Applicable	N***	Based on company response only , company indicated on the relevant component(s) of survey question 9* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

***Score value is not factored into percentage

6. Written Religious Accommodation Policy and Process.

Does the company disclose a written policy and process for employees to request religious accommodation(s) in the workplace (see [Appendix N](#))?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 10* that it maintains a written workforce religious accommodation policy that includes the following Appendix N components: <ul style="list-style-type: none"> • stated commitment to religious diversity in the workforce • definition of “undue hardship” • specific considerations in determining “undue hardship” • general types/examples of religious accommodation(s) • process for requesting religious accommodation(s)
Partial	2	Based on company response only , company indicated on the relevant component(s) of survey question 10* that it maintains a written workforce religious accommodation policy that includes the following Appendix N components: <ul style="list-style-type: none"> • stated commitment to religious diversity in the workforce • general types/examples of religious accommodation(s) • process for requesting religious accommodation(s)

	1	Based on company response only , company indicated on the relevant component(s) of survey question 10* that it maintains a written workforce religious accommodation policy that includes one or more of the following Appendix N components: <ul style="list-style-type: none"> • general types/examples of religious accommodation(s) • process for requesting religious accommodation(s)
No	0	Based on company response only , company indicated on the relevant component(s) of survey question 10* that it does not maintain a written workforce religious accommodation policy meeting the criteria to score at 3, 2, 1, or 1 .
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 10*; and any responses provided are insufficient to score at 2, 1, or 0 .
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

7. New Hire Training Covers Religious Discrimination.

Are new hires required to attend training that A) clearly states that religion is protected by the workplace non-discrimination policy, B) includes specific guidelines and/or examples for avoiding religious discrimination and harassment at work, and C) covers the company's religious accommodation policy and procedure(s)?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	Based on company response only company indicated on the relevant component(s) of survey question 11* that religious discrimination or accommodation is covered by new hire training to some degree, including all of the following: <ul style="list-style-type: none"> • clearly states that religion is protected by the workplace non-discrimination policy • includes specific guidelines or examples for avoiding religious discrimination and harassment at work • covers the company's religious accommodation policy and procedure(s)

Partial	2	Based on company response only company indicated on the relevant component(s) of survey question 11* that religious discrimination or accommodation is covered by new hire training to some degree, including only two of the following: <ul style="list-style-type: none"> clearly states that religion is protected by the workplace non-discrimination policy includes specific guidelines or examples for avoiding religious discrimination and harassment at work covers the company's religious accommodation policy and procedure(s)
	1	Based on company response only company indicated on the relevant component(s) of survey question 11* that religious discrimination or accommodation is covered by new hire training to some degree, including only one of the following: <ul style="list-style-type: none"> clearly states that religion is protected by the workplace non-discrimination policy includes specific guidelines or examples for avoiding religious discrimination and harassment at work covers the company's religious accommodation policy and procedure(s)
No	0	Based on company response only company indicated on the relevant component(s) of survey question 11* that religious discrimination or accommodation is not covered by new hire training to some degree, excluding the following: <ul style="list-style-type: none"> clearly states that religion is protected by the workplace non-discrimination policy includes specific guidelines or examples for avoiding religious discrimination and harassment at work covers the company's religious accommodation policy and procedure(s)
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only company responded to survey but did not provide a response on the relevant component(s) of survey question 11*, and any responses are insufficient to score at 2, 1, or 0 .
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

8. Supervisor Training Covers Religious Discrimination.

Are supervisors required to attend training that A) clearly states that religion is protected by the workplace non-discrimination policy, B) includes specific guidelines and/or examples for avoiding religious discrimination and harassment at work, and C) covers the company's religious accommodation policy and procedure(s)?

Total Points Possible: 3

Answer	Score	Scoring Criteria
Yes	3	<p><i>Based on company response only company indicated on the relevant component(s) of survey question 12* that religious discrimination or accommodation is covered by supervisor training to some degree, including all of the following:</i></p> <ul style="list-style-type: none"> • clearly states that religion is protected by the workplace non-discrimination policy • includes specific guidelines or examples for avoiding religious discrimination and harassment at work • covers the company's religious accommodation policy and procedure(s)
Partial	2	<p><i>Based on company response only company indicated on the relevant component(s) of survey question 12* that religious discrimination or accommodation is covered by supervisor training to some degree, including only two of the following:</i></p> <ul style="list-style-type: none"> • clearly states that religion is protected by the workplace non-discrimination policy • includes specific guidelines or examples for avoiding religious discrimination and harassment at work • covers the company's religious accommodation policy and procedure(s)
	1	<p><i>Based on company response only indicated on the relevant component(s) of survey question 12* that religious discrimination or accommodation is covered by supervisor training to some degree, including only one of the following:</i></p> <ul style="list-style-type: none"> • clearly states that religion is protected by the workplace non-discrimination policy • includes specific guidelines or examples for avoiding religious discrimination and harassment at work • covers the company's religious accommodation policy and procedure(s)

No	0	Based on company response only , company indicated on the relevant component(s) of survey question 12* that religious discrimination or accommodation is not covered by supervisor training to some degree, excluding the following: <ul style="list-style-type: none"> • clearly states that religion is protected by the workplace non-discrimination policy • includes specific guidelines or examples for avoiding religious discrimination and harassment at work • covers the company's religious accommodation policy and procedure(s)
Unresponsive	U**	Based on company response only , company did not respond to survey as a whole*.
Insufficient Disclosure	I**	Based on company response only , company responded to survey but did not provide a response on the relevant component(s) of survey question 12*, and any responses are insufficient to score at 2, 1, or 0 .
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

D: Respecting Employee Charitable Choice**1. No Charity Excluded Based on Religious Status or Practice.**

If the company provides an employee matching contribution program to facilitate financial or in-kind giving to 501(c)(3) organizations, do matching gift policies avoid language that expressly excludes or threatens to exclude nonprofits based on any of the following factors: 1) religious status, 2) use of funds for religious purposes, 3) determining employment policies based on sincere religious beliefs, or 4) administering programs and services consistent with sincere religious beliefs?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<p><i>Based on company response only, company disclosed the following relevant requirements** on the relevant component(s) of survey question 13*, indicating that it maintains an employee matching charitable contribution program which does not exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on sincere religious beliefs:</i></p> <ul style="list-style-type: none"> • any restrictions on the types of non- profits and/or activities that receive support • any guidelines, criteria, or requirements that may limit the eligibility of religious non-profits to participate • any basis on which the company may choose to deny or discontinue financial/in-kind support for a non- profit • any policy or statement that the company requires beneficiaries to affirm or adopt as a condition of receiving support • any non-discrimination policy applied to participating non-profits***
Partial	X	
	X	

No	0	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> 1. Company disclosed the following relevant requirements** on the relevant component(s) of survey question 13*, indicating that it maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on sincere religious beliefs: <ul style="list-style-type: none"> • any restrictions on the types of non- profits and/or activities that receive support • any guidelines, criteria, or requirements that may limit the eligibility of religious non-profits to participate • any basis on which the company may choose to deny or discontinue financial/in-kind support for a non- profit • any policy or statement that the company requires beneficiaries to affirm or adopt as a condition of receiving support • any non-discrimination policy applied to participating non-profits*** 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*; and open-source research identified evidence that the company maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on sincere religious beliefs. 3. Company did not respond to survey as a whole* and open-source research identified evidence that the company maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on sincere religious beliefs.
Unresponsive	U****	<p><i>Based on public data and company response</i>, company did not respond to survey as a whole* and insufficient public data is available to score at 0 or I.</p>

Insufficient Disclosure	I****	<p>Based on public data and/or company response, information meets conditions 1, 2, 3, 4, or 5:</p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*, and any responses are insufficient to score at 0 or N; and insufficient public data is available for review. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*, and any responses are insufficient to score at 0 or N; and public data is vague, unclear, or potentially problematic. 3. Company response on the relevant component(s) of survey question 13* is vague, unclear, or potentially problematic, and any responses are insufficient to score at 0 or N; and insufficient public data is available for review. 4. Company response on the relevant component(s) of survey question 13* is vague, unclear, or potentially problematic, and any responses are insufficient to score at 0 or N; and public data is vague, unclear, or potentially problematic. 5. Company did not respond to the survey as a whole*, public data is insufficient to score at a 0, and public data is vague, unclear, or potentially problematic.
Not Applicable	N*****	Company indicated on the relevant component(s) of survey question 13* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**This includes instances where companies utilize a third party to administer or determine eligibility for participation in their employee matching programs (e.g., a company may use Southern Poverty Law Center (SPLC), YourCause, or Benevity).

***To qualify as not excluding or threatening to exclude non-profits based on the relevant factors, applicable non-discrimination policies must clearly state that religious organizations who make hiring or employment decisions consistent with their religious mission/values are not “discriminating” within the meaning of the policy.

****Score value = 0

*****Score value is not factored into percentage

2. No Charity Excluded Based on Religious Advocacy.

If the company provides an employee matching contribution program to facilitate financial or in-kind giving to 501(c)(3) organizations, do matching gift policies avoid language that expressly excludes or threatens to exclude nonprofits based on their advocacy for faith-based perspectives on matters of public concern?

Total Points Possible: 3

Answer	Score	Criteria
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Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 13* that it maintains an employee matching charitable contribution program which does not exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.**
Partial	2	X
	1	X
No	0	<p>Based on public data and/or company response, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*, and any responses provided are insufficient to score at 3; and open-source research identified evidence that the company maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.** 2. Company indicated on the relevant component(s) of survey question 13* that the company maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.** 3. Company did not respond to survey as a whole* and open-source research identified evidence that the company maintains an employee matching charitable contribution program which excludes or threatens to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.**
Unresponsive	U***	Based on public data and company response, company did not respond to survey as a whole* and insufficient public data available to score as a 0 or I .

Insufficient Disclosure	I***	<p><i>Based on public data and/or company response, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*, and any response is insufficient to score at 0 or N; and insufficient public data is available for review. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 13*, and any response is insufficient to score at 0 or N; and public data is vague, unclear, or potentially problematic. 3. Company did not respond to survey as a whole*, public data is insufficient to score at a 0, and public data is vague, unclear, or potentially problematic.
Not Applicable	N****	<p><i>Based on company response only, company indicated on the relevant component(s) of survey question 13* that it does not engage in relevant activity.</i></p>

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**This includes instances where companies utilize a third party to administer or determine eligibility for participation in their employee matching programs (e.g., a company may use Southern Poverty Law Center (SPLC), YourCause, or Benevity).

***Score value = 0

****Score value is not factored into percentage.

Criteria 3: Public Square Questions and Scoring Criteria

A: Political Spending and Advocacy Respects Diverse Views

1. Less Than 45% of Political Spending Undermined Free Speech.

Did 45 percent or more of the company’s political contributions in the last election cycle go to U.S. House/Senate members who have a negative legislative record on free speech and/or religious liberty (see [Appendix O1](#) and [Appendix P1](#))?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<i>Based on public data only</i> , open-source research identified evidence indicating that the company made political contributions* to U.S. Congressional campaigns during the relevant election cycle(s); and that less than 45 percent of political contributions* went to candidates who sponsored or co-sponsored legislation harmful to free speech or religious freedom (see Appendix O1 and Appendix P1).
Partial	2	X
	1	X
No	0	<i>Based on public data only</i> , open-source research identified evidence indicating that the company made political contributions* to U.S. Congressional campaigns during the relevant election cycle(s); and that 45 percent or more of political contributions went to candidates who sponsored or co-sponsored legislation harmful to free speech or religious freedom (see Appendix O1 and Appendix P1).
Unresponsive	U	X
Insufficient Disclosure	I**	<i>Based on public data only</i> , public data is vague, unclear, or potentially problematic .
Not Applicable	N***	<i>Based on public data only</i> , no political contributions* to U.S. Congressional candidates were disclosed in relevant election cycle(s); company did not engage in relevant activity.

X = Response not valid for this question.

* Information regarding the company’s political contributions in the last election cycle is sourced from OpenSecrets’ corporate political spending database. The total corporate contributions to members who sponsored or co-sponsored scored legislation that would undermine legal protections for free speech or religious freedom is divided by the total corporate contributions to all congressional members within the last election cycle.

**Score value = 0

***Score value is not factored into percentage.

2. At Least 30% of Spending Supported Free Speech.

Did 30 percent or more of the company's political contributions in the last election cycle go to U.S. House/Senate members who have a positive legislative record on free speech and/or religious liberty (see [Appendix O2](#) and [Appendix P2](#))?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<i>Based on public data only</i> , open-source research identified evidence indicating that the company made political contributions* to U.S. Congressional campaigns during the relevant election cycle(s), and that 30 percent or more of those political contributions* went to candidates who sponsored or co-sponsored legislation that would strengthen free speech or religious freedom (see Appendix O2 and Appendix P2).
Partial	2	X
	1	X
No	0	<i>Based on public data only</i> , open-source research identified evidence indicating that the company made political contributions* to U.S. Congressional campaigns during the relevant election cycle(s), and that 30 percent or more of those political contributions* went to candidates who sponsored or co-sponsored legislation that would strengthen free speech or religious freedom (see Appendix O2 and Appendix P2).
Unresponsive	U	X
Insufficient Disclosure	I**	<i>Based on public data only</i> , public data is vague, unclear, or potentially problematic .
Not Applicable	N***	<i>Based on public data only</i> , no political contributions* to U.S. Congressional candidates were disclosed in relevant election cycle(s); company did not engage in relevant activity.

X = Response not valid for this question.

*Information regarding the company's political contributions in the last election cycle is sourced from OpenSecrets' corporate political spending database. The total corporate contributions to members who sponsored or co-sponsored scored legislation that would strengthen legal protections for free speech or religious freedom is divided by the total corporate contributions to all congressional members within the last election cycle.

**Score value = 0

***Score value is not factored into percentage.

3. No Support for Laws Harmful to Fundamental Freedoms.

Has the company refrained from publicly supporting legislation that undermines legal protections for freedom of expression and/or freedom of religion or belief (FoRB) within the last ten years (see [Appendix O1](#) and [Appendix O3](#))?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	Based on public data only , open-source research identified no evidence indicating that the company supported* either of the following: <ul style="list-style-type: none"> adverse legislation that would undermine protections for free speech and/or religious freedom (see Appendix O1) opposition to state religious freedom restoration acts (RFRAs; see Appendix O3).
Partial	2	X
	1	X
No	0	Based on public data only , open-source research identified evidence indicating that the company supported* one or both of the following: <ul style="list-style-type: none"> adverse legislation that would undermine protections for free speech and/or religious freedom (see Appendix O1) opposition to state religious freedom restoration acts (RFRAs; see Appendix O3).
Unresponsive	U	X
Insufficient Disclosure	I	X
Not Applicable	N	X

X = Response not valid for this question.

*For the purposes of this question, “support” includes (but is not necessarily limited to) corporate participation or endorsement of advocacy campaigns supporting specific legislative outcomes, as well as statements by the company or its officers related to the enactment of particular legislation.

4. No Support for Litigation Harmful to Fundamental Freedoms.

Has the company refrained from publicly supporting any adverse judicial outcomes (court decisions) that undermine legal protections for freedom of expression and/or freedom of religion or belief (FoRB) within the last ten years (see [Appendix Q](#))?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<i>Based on public data only</i> , open-source research identified no evidence indicating that the company supported* adverse legal decisions that would undermine protections for free speech or religious freedom (see Appendix Q).
Partial	2	X
	1	X
No	0	<i>Based on public data only</i> , open-source research identified evidence indicating that the company supported* adverse legal decisions that would undermine protections for free speech or religious freedom (see Appendix Q).
Unresponsive	U	X
Insufficient Disclosure	I	X
Not Applicable	N	X

X = Response not valid for this question.

*For the purposes of this question, “support” includes (but is not necessarily limited to) corporate participation or endorsement of advocacy campaigns supporting specific legal outcomes, signing or filing amicus briefs, or statements by the company or its officers related to specific court cases.

B: Respecting Shareholder Support for Viewpoint Diversity**1. No Opposition to Shareholder Action for Viewpoint Diversity.**

Within the last five years, has the company refrained from opposing any shareholder action to promote viewpoint diversity, free speech, or religious liberty in either a proxy statement or in an official response to the U.S. Securities and Exchange Commission (SEC)?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	Based on public data only , open-source research identified no evidence indicating that the company took either of the following actions to oppose any shareholder resolutions aimed at strengthening corporate protections for viewpoint diversity: <ul style="list-style-type: none"> requesting that the SEC issue a “no action letter” releasing the company from an obligation to include such proposals on its proxy for consideration by shareholders recommending that shareholders vote against such proposals
Partial	2	X
	1	X
No	0	Based on public data only , open-source research identified evidence indicating that the company took either of the following actions to oppose one or more shareholder resolutions aimed at strengthening corporate protections for viewpoint diversity: <ul style="list-style-type: none"> requesting that the SEC issue a “no action letter” releasing the company from an obligation to include such proposals on its proxy for consideration by shareholders recommending that shareholders vote against such proposals
Unresponsive	U	X
Insufficient Disclosure	I	X
Not Applicable	N*	Based on public data only , there are no relevant resolutions proposed by shareholders; company did not engage in relevant activity.

X = Response not valid for this question.

*Score value is not factored into percentage.

C: Respecting Diverse Views in Charity and Society

1. Firm Publicly Supported Freedom of Speech or Religion.

In the last year, has the company engaged in direct advocacy for, or supported efforts, projects, or organizations that have as their primary goal, the defense of free speech and/or freedom of religion or belief (FoRB)?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<p><i>Based on company response only company indicated on the relevant component(s) of survey question 15* that it provided public support at least once for free speech or religious freedom in the last year, which may include:</i></p> <ul style="list-style-type: none"> • campaigns • initiatives • projects • research • sponsorships • donations (of \$1,000 or more) to organizations committed to defending fundamental freedoms • political/legal engagement • opposition to government action(s) that could harm free speech/religious freedom
Partial	2	X
	1	X
No	0	<p><i>Based on company response only company indicated on the relevant component(s) of survey question 15* that it did not provide public support for free speech or religious freedom in the last year, which may include:</i></p> <ul style="list-style-type: none"> • campaigns • initiatives • projects • research • sponsorships • donations (of \$1,000 or more) to organizations committed to defending fundamental freedoms • political/legal engagement • opposition to government action(s) that could harm free speech/religious freedom
Unresponsive	U**	<i>Based on company response only, company did not respond to survey as a whole*.</i>

Insufficient Disclosure	I**	Based on company response only , information meets conditions 1 or 2: 1. Company response on the relevant component(s) of survey question 15* is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 15*.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

2. No Support for Non-Profits Hostile to Free Speech.

Within the last five years, has the company refrained from providing financial support and/or partnering with groups/causes that advocate for censorship, deplatforming, or the passage of legislation that would undermine free speech or religious freedom (see [Appendix R](#))?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 16* that it does not financially support** or partner*** with groups/causes (see Appendix R) that advocate for one or more of the following: <ul style="list-style-type: none"> • censorship • deplatforming • the passage of legislation harmful to free speech or religious freedom
Partial	2	X
	1	X

No	0	<p><i>Based on public data and/or company response, information meets conditions 1 or 2:</i></p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 16* that it financially supports** or partners*** with groups/causes (see Appendix R) that advocate for one or more of the following: <ul style="list-style-type: none"> • censorship • deplatforming • the passage of legislation harmful to free speech or religious freedom 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and open-source research identified evidence that the company financially supported** or partnered*** with a group/cause (see Appendix R) that advocates for one or more of the following: <ul style="list-style-type: none"> • censorship • deplatforming • the passage of legislation harmful to free speech or religious freedom 3. Company did not respond to survey as a whole* and open-source research identified evidence that the company financially supported** or partnered*** with a group/cause (see Appendix R) that advocates for one or more of the following: <ul style="list-style-type: none"> • censorship • deplatforming • the passage of legislation harmful to free speech or religious freedom
Unresponsive	U****	<p><i>Based on public data and company response, company did not respond to survey as a whole*.</i></p>

Insufficient Disclosure	I	<p><i>Based on public data and/or company response, information meets conditions 1, 2, 3, 4, or 5:</i></p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any responded provided are insufficient to score at 0; and insufficient public data is available for review. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any responded provided are insufficient to score at 0; and public data is vague, unclear, or potentially problematic. 3. Company response on the relevant component(s) of survey question 16* is vague, unclear, or potentially problematic and any responses provided on the relevant component(s) of survey question 16* are insufficient to score at 0; and insufficient public data is available for review. 4. Company response on the relevant component(s) of survey question 16* is vague, unclear, or potentially problematic and any responses provided on the relevant component(s) of survey question 16* are insufficient to score at 0; and public data is vague, unclear, or potentially problematic. 5. Company did not respond to survey as a whole*, public data is insufficient to score at a 0, and public data is vague, unclear, or potentially problematic.
Not Applicable	N	X

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**For the purposes of this question, “financial support” means either 1) a direct monetary contribution to a cause or organization or 2) an indication of sponsorship (even if a specific monetary value is not specified), including dues-paying membership.

***For the purposes of this question, “partnering” means a clear relationship with a scored cause or organization that aims to influence the company’s customer base.

****Score value = 0

3. No Charity Excluded Based on Religious Status or Practice.

If the company makes charitable donations or offers non-profit pricing either directly or through a third party (excluding employee matching charitable contribution programs), do charitable giving policies avoid language that expressly excludes or threatens to exclude nonprofits based on any of the following factors: 1) religious status, 2) use of funds for religious purposes, or 3) determining employment policies based on sincere religious beliefs?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	Based on company response only , company indicated on the relevant component(s) of survey question 16* that the company engages in charitable giving, in-kind contributions, or non-profit benefit programs which do not exclude or threaten to exclude***** religious non-profits based on religious status, use of funds for “religious purposes”, determining employment practices based on religious status, or determining employment policies based on sincere religious beliefs**.
Partial	2	X
	1	X

No	0	<p><i>Based on public data and/or company response, information meets conditions 1, 2, or 3:</i></p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 16* that the company engages in charitable giving, in-kind contributions, or non-profit benefit program whose requirements exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, determining employment practices based on religious status, or determining employment policies based on sincere religious beliefs**. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and open-source research identified evidence that the company engages in charitable giving, in-kind contributions, or non-profit benefit program whose requirements exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, determining employment practices based on religious status, or determining employment policies based on sincere religious beliefs**. 3. Company did not respond to survey as a whole* and open-source research identified evidence that the company engages in charitable giving, in-kind contributions, or non-profit benefit program whose requirements exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, determining employment practices based on religious status, or determining employment policies based on sincere religious beliefs**.
Unresponsive	U***	<p><i>Based on public data and company response, company did not respond to survey as a whole* and insufficient public data is available to score at 0 or I.</i></p>

Insufficient Disclosure	I***	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, 3, 4, or 5:</p> <ol style="list-style-type: none"> 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any responded provided are insufficient to score at 0; and insufficient public data is available for review. 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any responded provided are insufficient to score at 0; and public data is vague, unclear, or potentially problematic. 3. Company response on the relevant component(s) of survey question 16* is vague, unclear, or potentially problematic and any responses provided on the relevant component(s) of survey question 16* are insufficient to score at 0; and insufficient public data is available for review. 4. Company response on the relevant component(s) of survey question 16* is vague, unclear, or potentially problematic and any responses provided on the relevant component(s) of survey question 16* are insufficient to score at 0; and public data is vague, unclear, or potentially problematic. 5. Company did not respond to survey as a whole*, public data is insufficient to score at a 0, and public data is vague, unclear, or potentially problematic.
Not Applicable	N****	<p><i>Based on company response only</i>, company indicated on the relevant component(s) of survey question 16* that it does not engage in relevant activity.</p>

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**This includes instances where companies utilize a third party to administer or determine eligibility for participation in charitable giving/benefit programs (e.g., a company may use Southern Poverty Law Center (SPLC), YourCause, or Benevity).

***For the purposes of this question, companies that bar discrimination in employment for donor recipients are generally scored as “I” **unless** the policy explicitly specifies that religious organizations are permitted to make employment decisions based on their sincere religious beliefs.

****Score value = 0

*****Score value is not factored into percentage.

*****To qualify as not excluding or threatening to exclude non-profits based on the relevant factors, applicable non-discrimination policies must clearly state that religious organizations who make hiring or employment decisions consistent with their religious mission/values are not “discriminating” within the meaning of the policy.

4. No Charity Excluded Based on Religious Advocacy.

If the company makes charitable donations or offers non-profit pricing either directly or through a third party (excluding employee matching charitable contribution programs), do charitable giving policies avoid language that expressly excludes or threatens to exclude nonprofits because of their advocacy for faith-based perspectives on matters of public concern?

Total Points Possible: 3

Answer	Score	Criteria
Yes	3	<i>Based on company response only</i> , company indicated on the relevant component(s) of survey question 16* that it engages in charitable giving, in-kind contributions, or non-profit benefit programs which do not exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.**
Partial	2	X
	1	X
No	0	<p><i>Based on public data and/or company response</i>, information meets conditions 1, 2, or 3:</p> <ol style="list-style-type: none"> 1. Company indicated on the relevant component(s) of survey question 16* that it engages in charitable giving, in-kind contributions, or non-profit benefit programs which exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.** 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*; and open-source research identified evidence that the company engages in charitable giving, in-kind contributions, or non-profit benefit programs which exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.** 3. Company did not respond to survey as a whole* and open-source research identified evidence that the company engages in charitable giving, in-kind contributions, or non-profit benefit programs which exclude or threaten to exclude religious non-profits based on religious status, use of funds for “religious purposes”, or determining employment practices based on their faith-based public advocacy.**

Unresponsive	U****	<i>Based on public data and company response</i> , company did not respond to survey as a whole* and insufficient public data is available to score at 0 or I .
Insufficient Disclosure	I****	<i>Based on public data and/or company response</i> , information meets conditions 1, 2, or 3: 1. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any response provided is insufficient to score at 0 ; and public data is vague, unclear, or potentially problematic . 2. Company responded to survey but did not provide a response on the relevant component(s) of survey question 16*, and any response provided is insufficient to score at 0 ; and insufficient public data is available for review. 3. Company did not respond to survey as a whole*, public data is insufficient to score at a 0 , and , public data is vague, unclear, or potentially problematic .
Not Applicable	N*****	<i>Based on company response only</i> , company indicated on the relevant component(s) of survey question 16* that it does not engage in relevant activity.

X = Response not valid for this question.

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**This includes instances where companies utilize a third party to administer or determine eligibility for participation in their charitable giving programs (e.g., a company may use Southern Poverty Law Center (SPLC), YourCause, or Benevity).

***Score value = 0

****Score value is not factored into percentage.

D: Transparency and Disclosures Respect Viewpoint Diversity**1. Viewpoint Diversity Survey Disclosures.**

Did the company answer the current Viewpoint Diversity Survey (see [Appendix T](#))?

Total Points Possible: 10

Answer	Score	Criteria
Yes	10	<i>Based on company response only, company responded to the survey as a whole*.</i>
Partial	2	X
	1	X
No	0	X
Unresponsive	U**	<i>Based on company response only, company did not respond to the survey as a whole*.</i>
Insufficient Disclosure	I	X
Not Applicable	N	X

*2022 Viewpoint Diversity Survey was sent to all scored companies (see [Appendix T](#)).

**Score value = 0

Appendices: Market





Appendix A: Corporate Restrictions on Expression – Risk of Unclear or Imprecise Terms in Product/Service Policies

To identify and mitigate risk, eliminate unclear or imprecise restrictions on what customers or users can say or do.

Unclear: A term is unclear if it (1) is so vague that an individual of ordinary intelligence is forced to guess at its meaning, or (2) invites arbitrary and discriminatory enforcement due to a grant of unfettered discretion or lack of objective standards. Terms that lack clarity and grant broad discretion threaten free speech because they have the potential to become a means of suppressing particular viewpoints.

Imprecise: A term is imprecise if it fails to narrowly target the specific harmful activity it is designed to prohibit. Imprecise terms imperil free speech because they risk prohibiting substantial amounts of speech beyond the harmful activity that the regulation aims to prohibit.

Avoiding unclear and imprecise language will significantly reduce the risk of enforcing terms of service (TOS), content moderation policies, and other similar policies in a manner that undermines freedom of expression. The table below provides guidance to help companies avoid terms that pose a serious risk of suppressing speech and/or expressive activity.

Good TOS/Content Policy	Bad TOS/Content Policy
<ul style="list-style-type: none"> • Uses precise terms with common meanings known to average persons. • Uses precise terms that target the specific harmful activity. • Avoids subjective terms that could apply to a customer's/seller's/ creator's/user's religious or ideological views on matters of public concern. 	<ul style="list-style-type: none"> • Uses terms that would require average person to guess at their meaning. • Uses imprecise terms that allow speech that is not the target of the policy to be swept up in its prohibition. • Uses subjective terms that could apply to a customer's/seller's/creator's/ user's religious or ideological views on matters of public concern.
TOS/Content Policy Examples	
<p>Key:</p> <p>Text with strikethrough and highlighted in yellow = Original verbiage that is unclear and/or imprecise</p> <p>Text highlighted in green = Verbiage added or changed to improve or clarify original text</p> <p>Text <u>NOT</u> highlighted and <u>without</u> strikethrough = Acceptable verbiage</p> <p> = Policy contains unacceptable verbiage</p> <p> = Acceptable policy</p>	
<p></p> <p>We don't sell certain content including content that we determine is hate speech, promotes the abuse or sexual exploitation of children, contains pornography, glorifies rape or pedophilia, or advocates terrorism, or other material we deem inappropriate or offensive.</p> <p>https://www.amazon.com/gp/help/customer/display.html?nodeId=201995150</p>	
<p></p> <p>You may not use the PayPal service for activities that:</p> <p>.... 2. relate to transactions involving ... (f) the promotion of hate, violence, racial or other forms of discriminatory conduct, other forms of intolerance that is discriminatory or the financial exploitation of a crime,</p> <p>....</p> <p>https://www.paypal.com/us/webapps/mpp/ua/acceptableuse-full</p>	



3. Code of Conduct.

a. By agreeing to these Terms, you're agreeing that, when using the Services, you will follow these rules:

.... vii. Don't engage in activity that is harmful to you, the Services or others (e.g., transmitting viruses, stalking, posting terrorist or violent extremist content, **communicating hate speech**, or advocating violence against others).

<https://www.microsoft.com/en-us/servicesagreement#serviceslist>



We prohibit content that makes violent threats against an identifiable target. Violent threats are declarative statements of intent to inflict injuries that would result in serious and lasting bodily harm, where an individual could die or be significantly injured, e.g., "I will kill you."

<https://help.twitter.com/en/rules-and-policies/hateful-conduct-policy>



Dehumanizing individuals or groups by calling them subhuman, comparing them to animals, insects, pests, disease, or any other non-human entity.

<https://support.google.com/youtube/answer/2801939?hl=en#zippy=%2Cother-types-of-content-that-violates-this-policy>

Unclear and Imprecise Terms:

The below list includes terms that are inherently subjective and prone to overbroad application, such that any use of these terms in a company's policies, regardless of definition, poses a significant danger to customer's/seller's/creator's/user's freedom of expression and freedom of religion or belief (FoRB).

Anti-social
Bias
Bigotry
Caricatures
Conspiracy theor(y/ies)
Controversial
Dangerous speech
Denigrating
Degrading
Demeaning
Derogatory
Discriminatory (speech)
Disinformation
Disrespectful
Discourteous
Ethnically offensive
Extrem(e/ism/ist)
Excessive
Fake News
*False/Fraudulent

*Generally accepted practices of the Internet community
Gratuitous
Gross exaggeration
Good taste
Hate group
Hate speech
Hateful/Hateful conduct
Harm
Humiliate
Improper
*Inaccurate
Inappropriate
Incendiary
Inflammatory
Infringing
Insensitive
Indecent
Intolerance/Intolerant
Mal-information

Mean-spirited
Misinformation
*Not credible
Objectionable
Offensive
Over the line
Prejudice/Prejudicial
Public interest
*Questionable
Racist
Ridicule
Unacceptable
*Unsubstantiated claims
Sensibilit(y/ies)
Stereotypes
**Social/reputational risk/harm
**Brand damage/brand damaging activities
Violates or harms public order or morals

**These terms may be acceptable if they refer to commercial activity or describe product/service offerings.*

***Social risk and brand damage policies are not per se unclear or imprecise; however, they can be used to restrict expression if not carefully defined.*

Appendix B: Corporate Restrictions on Expression – Prohibiting Legitimately Harmful Use/Activity without Limiting Speech Based on Personal Characteristics or Identifiers

Steps to Identify and Mitigate Risk:

1. Apply policies that prohibit legitimately harmful behavior such as “bullying” and “harassment” equally to everyone, irrespective of personal characteristics or identifiers.

Policies that bar harmful conduct based on certain personal characteristics serve a laudable and important purpose. However, experience has shown that these policies can at times pose two problems: (1) by limiting their scope to certain personal characteristics, they fail to protect everyone from the harmful conduct they ban, and (2) they are sometimes relied on to justify suppressing a particular point of view or punishing the exercise of religion. The table below provides guidance to help companies apply their policies equally and reduce the risk that policies will be used/applied in ways that restrict expression.

Good TOS/Content Policy	Bad TOS/Content Policy
<ul style="list-style-type: none"> • Defines harmful conduct without reference to a list of protected characteristics or identifiers (E.g., race, sex, religion, sexual orientation, and gender identity). • Protects <i>all</i> customers/sellers/creators /users from the targeted harmful conduct. • Avoids unclear and imprecise terms that risk treating mere expressions of political, religious, or social views on matters of public concern as “harassing,” “hateful,” “threatening,” “violent,” “discriminatory,” or the equivalent. 	<ul style="list-style-type: none"> • Defines harmful conduct based on a list of protected characteristics or identifiers (E.g., race, sex, religion, sexual orientation, and gender identity). • Provides no protection from the targeted harmful conduct to customers/sellers/creators/users whose personal characteristics are not listed in the policy. • Includes unclear and imprecise terms that could treat mere expressions of political, religious, or social views on matters of public concern as “harassing,” “hateful,” “threatening,” “violent,” “discriminatory,” or the equivalent.
TOS/Content Policy Examples (next page)	

Key:

Text with ~~strikethrough~~ and **highlighted in red** = Defines prohibited conduct or expression based on personal characteristics.

Text with ~~strikethrough~~ and **highlighted in yellow** = Original verbiage that is unclear and/or imprecise.

Text **highlighted in green** = Verbiage added or changed to improve or clarify original text.

Text NOT highlighted and without ~~strikethrough~~ = Acceptable verbiage.



= Policy contains unacceptable verbiage.



We prohibit content that wishes, hopes, promotes, incites, or expresses a desire for death, serious bodily harm, or serious disease ~~against an entire protected category and/or individuals who may be members of that category~~ **against anyone**.



<https://help.twitter.com/en/rules-and-policies/hateful-conduct-policy>



Hate speech **[S]peech that encourages violence** is not allowed on YouTube. We remove content promoting violence or **hatred** against anyone. ~~Individuals or groups based on any of the following attributes~~

- ~~Age~~
- ~~Caste~~
- ~~Disability~~
- ~~Ethnicity~~
- ~~Gender Identity and Expression~~
- ~~Nationality~~
- ~~Race~~
- ~~Immigration Status~~
- ~~Religion~~
- ~~Sex/Gender~~
- ~~Sexual Orientation~~
- ~~Victims of a major violent event and their kin~~
- ~~Veteran Status~~

<https://support.google.com/youtube/answer/2801939?hl=en>

 <p>Etsy does not allow hate speech. Hate speech occurs when Etsy bans violent, offensive, derogatory or demeaning language is incitement or encouragement of violence directed at a person or group based on their one or more protected group attributes.</p> <p>https://www.etsy.com/legal/policy/anti-discrimination-and-hate-speech/123551108902</p>
 <p>You may not promote violence against, threaten, or harass an individual or group of people. other people on the basis of race, ethnicity, national origin, caste, sexual orientation, gender, gender identity, religious affiliation, age, disability, or serious disease.</p> <p>https://explore.zoom.us/en/community-standards/</p>

2. Avoid terms frequently used in conjunction with harmful conduct policies that risk unduly restricting expression.

Policies that pose these concerns often frame their restrictions using one or more of the terms below:

Bigotry
Bully/Bullying
Degrading
Dehumanizing
Demeaning
Denigrating
Derogatory
Directly attack
Discriminating/Discriminatory
Deadnaming



Harass/Harassment/Harassing
Hate group
Hate speech
Hateful/Hateful conduct
Harm
Intolerance/Intolerant
Misgendering
Threaten
Violence

Appendix C: Corporate Restrictions on Expression – Preventing Viewpoint-based Discrimination in Product/Services

To identify and mitigate risk, eliminate viewpoint-based restrictions on what stakeholders can say.

Policies are viewpoint-based if they target speech because of the specific motivating ideology, opinion, or perspective of the person or group communicating the message. Unlike unclear or imprecise policies, which grant unfettered discretion that may be used to suppress disfavored views, viewpoint discriminatory policies ban specific views on particular topics, such as abortion, climate change, etc.

While certain subjects might be considered “controversial,” open discourse is essential to innovation and democracy. Respecting the freedom to voice different beliefs about matters of public concern is the moral responsibility of every business – especially those that provide important mediums for communication and commerce in the modern marketplace.

Examples of Viewpoint Discriminatory Policies	
	<p>[We] prohibit ads for, and monetization of, content that contradicts well-established scientific consensus around the existence and causes of climate change. This includes content referring to climate change as a hoax or a scam, claims denying that long-term trends show the global climate is warming, and claims denying that greenhouse gas emissions or human activity contribute to climate change.</p> <p>https://support.google.com/google-ads/answer/11221321?hl=en</p>
	<p>"Religious or belief organizations, [are not eligible to host] except when the activities being sponsored are non-sectarian, such as soup kitchens or shelters, and are open to all faiths. Organizations that discriminate or have exclusionary practices on the basis of religion, gender, sexual orientation, or other issues of diversity, even if this could be permitted by local laws."</p> <p>https://www.airbnb.com/help/article/1578/hosting-a-social-impact-experience</p>

Terms that May Indicate the Targeting of Particular Views:

Companies should refrain from restricting stakeholders’ speech on specific topics, events, or activities. Viewpoint discriminatory policies often limit what stakeholders can say about certain topics, such as the following.

Abortion
Climate change
Climate denial
Conversion therapy
Fossil fuels
Gender identity

Pronoun use
Gun rights
Gun safety
Gun violence
Immigration
Political views

Religion
Science
Sexual orientation
Sexuality
Vaccinations

Appendix D: Product/Service Anti-Viewpoint Discrimination Policy

Policy:

A. Digital Service Providers:

1. [Insert Name] does not:
 - a. discriminate against users,
 - b. censor a user,
 - c. censor a user's expression, (or)
 - d. interfere with a user's ability to receive the expression of another person
2. based on:
 - a. the viewpoint of the user or another person,
 - b. regardless of whether the viewpoint is expressed on the platform or through another medium.
3. The company will not restrict or punish the expression of different viewpoints on matters of public concern, even when some may find those views offensive, hurtful, misguided, upsetting, discriminatory or otherwise objectionable*.

B. Non-Digital Service Providers:

1. Insert Name] does not:
 - a. discriminate against [customers/sellers/creators/users]
2. based on:
 - a. religious beliefs
 - b. (and/or) ideological viewpoints (OR political affiliation).
3. The company will not restrict or punish the expression of different viewpoints on matters of public concern, even when some may find those views offensive, hurtful, misguided, upsetting, discriminatory or otherwise objectionable*.

Application:

These model provisions do not bar companies from adopting policies that prohibit, limit, restrict, or deny services based on lewd, lascivious, filthy, excessively violent, harassing, or similarly harmful content or conduct. Those policies, however, should be drafted to (1) avoid unclear and imprecise terms that imperil free speech, (2) avoid viewpoint discriminatory language, and (3) protect all stakeholders from legitimately harmful content and conduct.

Appendix E: Responsible Customer/User Notification Practices

E1: Types of Recommended Notifications

- A) Specification of content/services affected by 1) denial of service, 2) digital account restriction(s), and/or 3) content censorship:
- “Content affected” includes but is not necessarily limited to, posts or content posted/generated by a user, or expressive goods such as books sold on and/or transmitted electronically via a digital medium.
 - “Services affected” include all those listed as examples under the question.
- B) Specific reason(s) for 1) denial of service, 2) digital account restriction(s), and/or 3) content censorship:
- “Specific reasons” must directly reference the provision(s) of the terms of service or content moderation policy violated by the sanctioned party. General references to “terms of service” or “community standards” do not fulfill **B**.
 - Must include reference to violating content or action.
- C) Duration of sanction(s)/restriction(s):
- “Duration” must list a specific period of time during which the sanction(s) will be applied, as well as a specific end date for each sanction/restriction in question (unless the company notifies the affected party/parties that the action(s)/sanction(s) is/are permanent).

E2: Example of Satisfactory VS. Unsatisfactory Notifications

Satisfactory Notification	Unsatisfactory Notification
<p>A) “[Company] is taking the following action(s)/restricting your account/organization:”</p> <ul style="list-style-type: none"> • “You will not be able to post new content for 48 hours.” • “Content you post after 48 hours of this notice, until (date) will have its distribution/circulation decreased.” <p>B) “We are taking the above action(s) because we detected content that violates one or more of the following policies:”</p> <ul style="list-style-type: none"> • [Cite specific policy(ies).] <p>C) (If not specified above) “Each restriction/sanction specified above will remain in effect for the following period:”</p> <ul style="list-style-type: none"> • [Restriction/sanction (time period/end date).] 	<p>A) “[Company]” is restricting your account/service...”</p> <p>B) “Because we detected content/activity that violates our terms of service/community guidelines.”</p> <p>C) “Your account/service will continue to be restricted until further notice.”</p>

Appendix F: Corporate Social Responsibility (CSR) References to Freedom of Expression and Belief in Market-based Impact

1. Freedom of Expression or Synonymous Term(s):

- *Freedom of speech*
- *Freedom of values*
- *Freedom of opinion*

2. Freedom of Religion or Synonymous Term(s):

- *Freedom of belief*
- *Freedom of faith*

Appendix G: Third-Party Workforce Freedom Policy

Policy:

1. [Insert Name] respects the freedom of:
 - a. vendors,
 - b. suppliers, and
 - c. contractors
2. to make determinations about their own hiring and employment policies and practices consistent with:
 - a. their mission,
 - b. their values, and
 - c. applicable laws.

Application:

These model provisions do not bar companies from adopting policies that require third parties to follow applicable human rights or employment laws within relevant jurisdictions. Such policies, however, should refrain from mandating workforce policies or practices that are not strictly required by law. These policies also do not bar extra-legal requirements to protect against workplace human rights abuses in non-U.S. jurisdictions, where fundamental rights are not sufficiently protected by law, and are credibly at risk. (E.g., nations that sanction slave labor or inhumane working conditions).

Appendices: Workplace

Appendix H: Viewpoint Diversity Policy

Model Policy Language:

- Valuing religious and/or ideological diversity:

[Insert Name] seeks to create a diverse work environment where all employees are valued. Accordingly, [Insert Name] encourages and respects viewpoint diversity. We respect each employee's personal religious, moral, and political beliefs and do not require employees to affirm or accept any religious, moral, or political beliefs.

- Encouraging mutual understanding and respect:

[Insert Name] is committed to actively fostering a workplace culture that values civil disagreement and encourages mutual understanding and respect across ideological and religious differences. We understand and respect that our employees likely hold a wide variety of political, religious, and social perspectives.

- Recognizing the business value of viewpoint diversity:

[Insert Name] believes that respecting different beliefs and perspectives leads to greater creativity, innovation, and engagement that contributes to a healthy workplace culture and a stronger, more competitive company.

Application:

Companies should periodically review all applicable workplace policies and practices to ensure consistency with this commitment. Reviews should:

1. Be comprehensive – consider both formal policies, as well as any training programs or resources used in the workplace.
2. Seek internal feedback from employees with diverse religious and ideological beliefs to identify any specific policies or practices that create barriers to respecting viewpoint diversity in the workplace.

Appendix I: References to Diversity of Viewpoint(s), Ideology, and Religion on Career Webpage(s) and DE&I Reporting

1. Viewpoint Diversity Synonymous Term(s): Diversity of/diverse/different/unique/a broad range of/ a wide array of/ a wide range of:
 - views/viewpoints
 - viewpoint diversity
 - thought(s)
 - ideas
 - opinion(s)
2. Ideological Diversity Synonymous Term(s): Diversity of/diverse/different/unique/a broad range of/ a wide array of/ a wide range of:
 - ideology/ideological diversity
 - values
 - belief(s)
3. Religious Diversity Synonymous Term(s): Diversity of/diverse/different/unique/a broad range of/ a wide array of/ a wide range of:
 - religion(s)
 - religious diversity
 - faith(s)
 - freedom of religion

Appendix J: Off-Duty Civil Rights Policy

Model Policy Language:

[Insert Name] respects the freedom of all employees to exercise their civil rights of freedom of speech, free exercise of religion, freedom of association, peaceable assembly, and protests for social and political causes, so long as such conduct or speech: takes place outside of work; is legal and non-violent; does not disclose confidential or proprietary company information or trade secrets; is not a direct conflict of interest with the company's primary business(es); does not directly or materially interfere with the employee's job performance or business operations; and does not involve the use of company resources or property.

Application:

Other relevant company policies may need to be included or referenced here, such as those related to social media use; secondary employment; non-discrimination/harassment. Companies should periodically review all policies related to employees' exercise of their civil rights outside of work to ensure consistency with this policy.

Appendix K: Avoiding Divisive Concepts in Workplace Training

To identify and mitigate risk, use the examples below to audit all workplace-related trainings, programming, and resources to ensure they avoid divisive concepts. Remove resources or avoid training facilitators known to advocate these concepts.

<i>Examples of Divisive Concepts</i>
A person is either an "oppressor" or is "oppressed" based on their self-asserted racial, sexual, or other identity.
One sex or race is superior or inferior.
An individual is inherently consciously or unconsciously racist or sexist by virtue of their race or sex.
A person should be discriminated against or adversely treated because of their race or sex.
A person's moral character is determined by their race or sex.
A person's race or sex makes them responsible for past transgressions of that race or sex.
That a person should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex.
Hard work ethic and the nuclear family structure is inherently racist, sexist, or otherwise oppressive.
A person is "hateful," "bigoted," or otherwise "discriminatory" because of their sincere religious beliefs about family and sexuality.
"Unconscious/internal/implicit bias" is typically associated with divisive concepts as defined in this table. "Unconscious/internal/implicit bias" assumes a larger Critical Theory-based approach to human social relations that divides people based on their personal characteristics, and places disagreements about the prevalence and nature of actual or perceived "discrimination" outside the purview of objective, rational inquiry.
"Privilege" is typically associated with divisive concepts as defined in this table when used to designate unearned power given to a specific class or group by a given society's formal and informal institutions <i>and</i> which is not perceived by the possessor class or group.

*"Divisive concepts" means any framework used in the context of employee training that denigrates a person, or particular categories of persons, because of their religion, race, ideology, or sex.

**"Denigrate" means to disparage or classify a person or group as superior, inferior, oppressor, or oppressed.

Divisive concepts like those laid out above commonly appear in discussions of the topics in the list below. Click on any given topic to read about it in more detail.

<u>allyship</u>
<u>privilege</u>
<u>unconscious/internal/implicit bias</u>
<u>intersectionality</u>
<u>white fragility</u>
<u>white complicity</u>
<u>antiracism</u>
<u>cisnormativity</u>
<u>heteronormativity</u>
<u>critical consciousness</u>

<u>power</u>
<u>oppression</u>
<u>systemic/institutional racism</u>
<u>cultural appropriation</u>
<u>hate speech</u>
<u>internalized dominance</u>
<u>internalized oppression</u>
<u>internalized racism</u>
<u>microaggressions</u>

Appendix L: Examples of Resources Relevant to Employee Resource Groups (ERGs)

1. use of on-site facilities for meetings
2. use of on-site facilities for prayer and meditation
3. use of on-site facilities for religious study or discussion
4. use of internal email and messaging boards for announcements and internal advertising
5. inclusion on public website/ERG webpage
6. stipends/grants/financial support
7. community service under company name/volunteer program
8. opportunities to host and organize recruiting events
9. inclusion on the company's diversity board/council (if the company maintains one)
10. opportunities to speak into company decisions relevant to the ERG's members/communities
11. other resources/opportunities the company specifies

Appendix M: Workforce Diversity Board Mission Statement Encourages Viewpoint and Religious Diversity

Model Diversity Mission Statement Terms:

1. Viewpoint Diversity: diversity of/diverse/different/unique/a broad range of/ a wide array of/ a wide range of:

- Viewpoint diversity
- Ideological diversity
- Diversity of thought
- Diversity of belief

2. Religious Diversity: diversity of/diverse/different/unique/a broad range of/ a wide array of/ a wide range of:

- Religious diversity
- Freedom of religion or belief

Application:

The workforce diversity board or council should periodically review its mission statement or statement of purpose and objectives to ensure that they are promoting a healthy workplace culture. The mission statement and objectives ought to promote diversity of viewpoint and religion by using terms above in list 1 and 2.

Appendix N: Model Religious Accommodation Policy

Policy:

1. Commitment to religious diversity in the workplace:

[Insert Name] respects the religious beliefs, practices, and affiliations of its applicants and employees and seeks to foster a workplace environment where all individuals feel welcomed and valued. [Insert Name] provides reasonable accommodations to applicants and employees for their sincerely held religious beliefs unless doing so would be an undue hardship.

2. Definition of undue hardship:

An 'undue hardship' means an accommodation that would require significant difficulty or expense.

3. Specific considerations in determining undue hardship:

When determining whether a requested accommodation will require a significant difficulty or expense, [Insert Name] considers:

- A. the cost of the accommodation, including the costs of loss of productivity and of retraining or hiring employees or transferring employees from one facility to another;
- B. whether the requested accommodation will obstruct [Insert Name] from providing its customers or clients the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations offered by the company.

4. General types/examples of religious accommodation(s):

Applicants and employees may obtain exceptions to work rules or policies that would allow them to adhere to their religious beliefs and practices. Religious accommodations may also include adjustments to the work environment. Examples of accommodations include, but are not limited to, schedule changes, exceptions to the dress code or grooming policy, job modifications, changes to job tasks, breaks, or leaves of absence. [Insert Name] strictly prohibits retaliation of any kind for requesting a religious accommodation.

5. Process for requesting religious accommodation(s):

Employees should notify their supervisor or human resources manager if they need to request a religious accommodation because their sincerely held religious belief(s) conflict(s) with their ability to perform a job requirement. Employees should specify the type of accommodation requested. The human resources manager will engage in discussions with the employees in a good faith effort to determine what accommodations may be possible and effective.

Application:

Businesses should specify that accommodation requests will be considered on a case-by-case basis and reasonable requests will be granted unless they create an undue hardship. In some circumstances, the Company may ask for additional information from employees, if necessary, to assess the request. For additional information, employees should contact their supervisor or the Human Resources Department.

Companies should also ensure that all employees and managers receive training on the process for requesting accommodations, as well as the specific process for reviewing and responding to such requests. Managers responsible for administering the policy should receive specific instruction regarding when undue hardship applies and when it does not, as well as the general types of accommodations that employees may request.

Appendices: Public Square

Appendix O: Scored Legislation

O1: Legislation Harming Free Speech or Religious Freedom

For the People Act (117th Congress S.1 and H.R.1): H.R. 1 imposes unworkable and invasive regulations on the ability of individual Americans and groups of citizens to discuss vital policy issues with elected officials or the public and to exercise constitutionally protected freedoms of speech, association, and religion. The bill also intrudes upon private financial decisions made by everyday citizens, subjecting them to harassment and intimidation simply for giving to causes they believe in.¹

Equality Act (117th Congress S.393 and H.R.5; 116th Congress S.788 and H.R.5): This legislation poses serious threats to religious freedom, free speech, and the progress women have made toward true equality in law and culture. Among other things, the law would:²

1. harm the over-400,000 children in our nation’s foster care system by closing down faith-based adoption and foster care providers who believe children thrive best in a home with a married mother and father.
2. threaten the many faith-based social service organizations that receive federal grants to enable them to better serve the most vulnerable among us every day. These organizations would be prohibited from living out their beliefs about marriage or human sexuality as a condition of continuing to receive federal funding.
3. deny federal financial aid to students at faith-based colleges and universities unless those schools abandon policies and practices reflecting their sincerely-held beliefs about marriage and sexuality.
4. nullify many of the opportunities previously guaranteed by Title IX, which provides women equal access to education opportunities on the same basis as men. It could mandate that men who identify as women be allowed to compete for spots on female sports teams, women’s scholarships, and other academic and sports-related opportunities designed specifically for women.
5. violate the privacy and safety of women and force them to share sex-separated spaces, such as showers, locker rooms, and other private areas, with men.

¹ See “Here’s What We Know About H.R. 1—the “For the People Act”
<https://adflegal.org/blog/heres-what-we-know-about-hr-1-people-act> (accessed 04/19/2022).

² See “The Problem” <https://allforfreedom.com/the-problem/> (accessed 04/19/2022); see “Truth about the Equality Act” <https://www.usccb.org/equality-act> (accessed 04/19/2022); see “What is the Equality Act” <https://erlc.com/resource-library/articles/what-is-the-equality-act/> (accessed 04/19/2022); see “Heritage Explains: The Equality Act, How Could Sexual Orientation and Gender Identity (SOGI) Laws Affect You?” <https://www.heritage.org/gender/heritage-explains/the-equality-act> (accessed 04/19/2022); see “Grounds for the Equality Act Are Simply Not There” <https://www.religiousfreedominstitute.org/blog/grounds-for-the-equality-act-are-simply-not-there> (accessed 04/19/2022).

Fairness for All Act (117th Congress H.R. 1440; 116th Congress H.R. 5331): The Fairness for All Act poses the same threats to religious freedom, free speech, and women and girls as the Equality Act. However, it proposes narrow exemptions for some religious organizations. These “exemptions” set apart a small number of groups to enjoy the most basic of First Amendment protections, while stripping fundamental rights from everyone else.³

Do No Harm Act (117th Congress H.R. 1378; 116th Congress S.593 and H.R. 1450): The Do No Harm Act would strip certain people of faith of the protections that the Religious Freedom Restoration Act provides for people of all faiths. It handpicks certain religious beliefs and practices—specifically those related to abortion, marriage, and human sexuality—and deprives them of the protection of federal law.⁴

Respect for Marriage Act (117th Congress, S.8404): The Respect for Marriage Act would require the federal government to “recognize without limit any marriage definitions that a state adopts,” opening citizens and faith-based non-profits who make business or administrative decisions based on their religious beliefs to legal attack.⁵

Right to Contraception Act (117th Congress, S.4557): The Right to Contraception Act would give the Food and Drug Administration (FDA) sole authority to redefine “contraceptives” as including abortifacients, requiring health care providers to offer abortifacients and information related to them alongside contraceptives despite state or federal laws like the Religious Freedom Act of 1993 (RFRA).⁶

O2: Legislation Protecting Free Speech or Religious Freedom

Child Welfare Provider Inclusion Act (117th Congress H.R. 1750 and S.656; 116th Congress H.R. 897 and S.274): This legislation would prevent federal agencies and state governments from discriminating against child welfare providers on the basis of their religious beliefs or moral

³ See “Misguided Fairness for All Act Would Undermine Religious Liberty” <https://www.heritage.org/religious-liberty/commentary/misguided-fairness-all-act-would-undermine-religious-liberty> (accessed 04/19/2022); see “The Problem” <https://allforfreedom.com/the-problem/> (accessed 04/19/2022).

⁴ See “3 Reasons the Religious Freedom Restoration Act Should Be Preserved” <https://adflegal.org/blog/3-reasons-religious-freedom-restoration-act-should-be-preserved> (accessed 04/19/2022).

⁵ See “83 groups to Leader McConnell: Stand firm against legislation attacking religious freedom, marriage” <https://adflegal.org/press-release/83-groups-leader-mcconnell-stand-firm-against-legislation-attacking-religious-freedom> (accessed 08/17/2022).

⁶ See “House passes contraception bill that threatens life and religious liberty”, <https://erlc.com/resource-library/articles/house-passes-contraception-bill-that-threatens-life-and-religious-liberty/> (accessed 08/17/2022).

convictions.⁷

Conscience Protection Act (117th Congress S.401): This legislation would protect healthcare professionals who refuse to perform, refer for, pay for, or otherwise participate in abortion.⁸

Free Speech Fairness Act (117th Congress H.R. 837; 116th Congress H.R. 949 and S.330): This legislation would allow non-profit organizations to speak freely in the ordinary course of their business on all matters of life, including elections and candidates, if they choose to do so.⁹

O3: Religious Freedom Restoration Acts (RFRA) Enacted Since 2010

1. Free Exercise of Religion Protected Act (Louisiana, 2010)
2. Kansas Preservation of Religious Freedom Act (Kansas, 2013)
3. Kentucky Religious Freedom Restoration Act (Kentucky, 2013)
4. Arkansas Religious Freedom Restoration Act (Arkansas, 2015)
5. Indiana Religious Freedom Restoration Act (Indiana, 2015)
6. Mississippi Religious Freedom Restoration Act (Mississippi, 2016)
7. Georgia Religious Freedom Restoration Act (Georgia, 2016): *Vetoed by Governor Nathan Deal.*
8. Missouri Religious Freedom Restoration Act (Missouri, 2016): *Defeated in a house committee vote.*
9. An Act to provide protections for the exercise of religious freedom (South Dakota, 2021)
10. Montana Religious Freedom Act (Montana, 2021)

⁷ See “Explainer: The Child Welfare Provider Inclusion Act” <https://erlc.com/resource-library/articles/explainer-the-child-welfare-provider-inclusion-act/> (accessed 04/19/2022); see “Put Children Ahead of Misguided Political Agendas” <https://adflegal.org/blog/put-children-ahead-misguided-political-agendas> (accessed 04/19/2022).

⁸ See “After the Election: Defending the Freedom of Conscience in Healthcare” <https://adflegal.org/blog/after-election-defending-freedom-conscience-healthcare> (accessed 04/19/2022); see “ERLC supports the Conscience Protection Act” <https://erlc.com/resource-library/articles/erlc-supports-the-conscience-protection-act-2/> (accessed 04/19/2022).

⁹ See “ADF joins letter to congressional leaders encouraging prioritization of Free Speech Fairness Act” <https://adflegal.org/press-release/adf-joins-letter-congressional-leaders-encouraging-prioritization-free-speech> (accessed 04/19/2022).

Appendix P: Scored Members of Congress

P1: Members Who Sponsored or Co-Sponsored Legislation Harmful to Free Speech or Religious Freedom

The following legislation from the 116th and 117th congressional sessions was considered harmful to free speech or religious freedom:

1. For the People Act (117th Congress, S.1)
2. Equality Act (117th Congress, S.393)
3. Equality Act (117th Congress, S.5)
4. Equality Act (116th Congress, S.788)
5. Equality Act (116th Congress, S.5)
6. Fairness for All Act (117th Congress, S.1440)
7. Fairness for All Act (116th Congress, S.5331)
8. Do No Harm Act (117th Congress, S.1378)
9. Do No Harm Act (116th Congress, S.593)
10. Do No Harm Act (116th Congress, S.1450)
11. Respect for Marriage Act (117th Congress, S.8404)
12. Right to Contraception Act (117th Congress, S.4557)

In the table below, a red **S** indicates sponsorship and a black **C** indicates co-sponsorship of acts 1 through 12 as listed above:

Member of Congress	1	2	3	4	5	6	7	8	9	10	11	12
Sen. Merkley, Jeff [D-OR]	S	S		S					C			C
Sen. Klobuchar, Amy [D-MN]	C	C		C					C			C
Sen. Schumer, Charles E. [D-NY]	C	C		C								
Sen. Durbin, Richard J. [D-IL]	C	C		C					C			
Sen. Leahy, Patrick J. [D-VT]	C	C		C					C			
Sen. Whitehouse, Sheldon [D-RI]	C	C		C					C			C
Sen. Gillibrand, Kirsten E. [D-NY]	C	C		C					C			C
Sen. Van Hollen, Chris [D-MD]	C	C		C					C			C
Sen. Baldwin, Tammy [D-WI]	C	C		C					C			C
Sen. Bennet, Michael F. [D-CO]	C	C		C								
Sen. Cardin, Benjamin L. [D-MD]	C	C		C					C			
Sen. Carper, Thomas R. [D-DE]	C	C		C					C			C
Sen. Warren, Elizabeth [D-MA]	C	C		C					C			C
Sen. Booker, Cory A. [D-NJ]	C	C		C					C			C
Sen. Murphy, Christopher [D-CT]	C	C		C					C			C
Sen. Warner, Mark R. [D-VA]	C	C		C								C
Sen. Wyden, Ron [D-OR]	C	C		C					C			
Sen. Murray, Patty [D-WA]	C	C		C					C			
Sen. Menendez, Robert [D-NJ]	C	C		C					C			C
Sen. Peters, Gary C. [D-MI]	C	C		C								

Sen. Blumenthal, Richard [D-CT]	C	C		C					C			C
Sen. Feinstein, Dianne [D-CA]	C	C		C					C			C
Sen. Sanders, Bernard [I-VT]	C	C		C					C			C
Sen. Markey, Edward J. [D-MA]	C	C		C					C			S
Sen. Smith, Tina [D-MN]	C	C		C					C			C
Sen. Stabenow, Debbie [D-MI]	C	C		C					C			C
Sen. Duckworth, Tammy [D-IL]	C	C		C					C			C
Sen. Cantwell, Maria [D-WA]	C	C		C					C			C
Sen. Kaine, Tim [D-VA]	C	C		C								C
Sen. Reed, Jack [D-RI]	C	C		C					C			C
Sen. Brown, Sherrod [D-OH]	C	C		C					C			C
Sen. Coons, Christopher A. [D-DE]	C	C		C					C			
Sen. Heinrich, Martin [D-NM]	C	C		C								C
Sen. Schatz, Brian [D-HI]	C	C		C								C
Sen. Cortez Masto, Catherine [D-NV]	C	C		C					C			
Sen. Hirono, Mazie K. [D-HI]	C	C		C					C			C
Sen. Rosen, Jacky [D-NV]	C	C		C					C			C
Sen. Hassan, Margaret Wood [D-NH]	C	C		C					C			
Sen. Shaheen, Jeanne [D-NH]	C	C		C					C			C
Sen. Tester, Jon [D-MT]	C	C		C								
Sen. Sinema, Kyrsten [D-AZ]	C	C		C								
Sen. Hickenlooper, John W. [D-CO]	C	C										C
Sen. Kelly, Mark [D-AZ]	C	C										
Sen. Lujan, Ben Ray [D-NM]	C	C										C
Sen. Warnock, Raphael G. [D-GA]	C	C										
Sen. Padilla, Alex [D-CA]	C	C										C
Sen. Ossoff, Jon [D-GA]	C	C										C
Rep. Sarbanes, John P. [D-MD-3]	S		C		C			C		C	C	
Rep. Pelosi, Nancy [D-CA-12]	C		C		C							
Rep. Lofgren, Zoe [D-CA-19]	C		C		C			C		C		
Rep. Hoyer, Steny H. [D-MD-5]	C		C		C					C		
Rep. Clyburn, James E. [D-SC-6]	C		C		C					C		
Rep. Schiff, Adam B. [D-CA-28]	C		C		C			C		C	C	
Rep. Smith, Adam [D-WA-9]	C		C		C			C		C	C	
Rep. Espaillat, Adriano [D-NY-13]	C		C		C			C		C	C	
Rep. Sires, Albio [D-NJ-8]	C		C		C			C		C	C	
Rep. Adams, Alma S. [D-NC-12]	C		C		C			C		C	C	
Rep. Bera, Ami [D-CA-7]	C		C		C			C		C	C	
Rep. Carson, Andre [D-IN-7]	C		C		C			C		C	C	
Rep. Kim, Andy [D-NJ-3]	C		C		C					C	C	
Rep. Levin, Andy [D-MI-9]	C		C		C					C	C	

Rep. Kuster, Ann M. [D-NH-2]	C		C		C			C		C	C	
Rep. Eshoo, Anna G. [D-CA-18]	C		C		C			C		C	C	
Rep. Foster, Bill [D-IL-11]	C		C		C			C		C	C	
Rep. Rush, Bobby L. [D-IL-1]	C		C		C			C		C		
Rep. Schneider, Bradley Scott [D-IL-10]	C		C		C			C		C	C	
Rep. Sherman, Brad [D-CA-30]	C		C		C			C		C	C	
Rep. Lawrence, Brenda L. [D-MI-14]	C		C		C			C		C	C	
Rep. Boyle, Brendan F. [D-PA-2]	C		C		C			C		C	C	
Rep. Higgins, Brian [D-NY-26]	C		C		C					C	C	
Rep. Pappas, Chris [D-NH-1]	C		C		C			C		C	C	
Rep. Bush, Cori [D-MO-1]	C		C									
Rep. Price, David E. [D-NC-4]	C		C		C			C		C	C	
Rep. Scott, David [D-GA-13]	C		C		C					C		
Rep. Trone, David J. [D-MD-6]	C		C		C			C		C	C	
Rep. Phillips, Dean [D-MN-3]	C		C		C					C	C	
Rep. Wasserman Schultz, Debbie [D-FL-23]	C		C		C			C		C	C	
Rep. Ross, Deborah K. [D-NC-2]	C		C					C			C	
Rep. Kilmer, Derek [D-WA-6]	C		C		C			C		C	C	
Rep. DeGette, Diana [D-CO-1]	C		C		C			C		C	C	
Rep. Beyer, Donald S., Jr. [D-VA-8]	C		C		C			C		C	C	
Rep. Norcross, Donald [D-NJ-1]	C		C		C					C	C	
Rep. Evans, Dwight [D-PA-3]	C		C		C			C		C	C	
Rep. Blumenauer, Earl [D-OR-3]	C		C		C			C		C	C	
Rep. Case, Ed [D-HI-1]	C		C		C			C		C		
Rep. Connolly, Gerald E. [D-VA-11]	C		C		C			C		C	C	
Rep. Meng, Grace [D-NY-6]	C		C		C					C	C	
Rep. Jeffries, Hakeem S. [D-NY-8]	C		C		C					C	C	
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	C		C		C			C		C	C	
Rep. Omar, Ilhan [D-MN-5]	C		C		C			C		C	C	
Rep. Raskin, Jamie [D-MD-8]	C		C		C			C		C	C	
Rep. Schakowsky, Janice D. [D-IL-9]	C		C		C			C		C	C	
Rep. Golden, Jared F. [D-ME-2]	C		C		C							
Rep. Huffman, Jared [D-CA-2]	C		C		C			C		C		
Rep. Nadler, Jerrold [D-NY-10]	C		C		C			C		C	S	
Rep. Cooper, Jim [D-TN-5]	C		C		C			C		C	C	
Rep. Gomez, Jimmy [D-CA-34]	C		C		C			C		C	C	
Rep. Panetta, Jimmy [D-CA-20]	C		C		C			C		C	C	
Rep. Courtney, Joe [D-CT-2]	C		C		C			C		C		
Rep. Morelle, Joseph D. [D-NY-25]	C		C		C			C		C	C	

Rep. Beatty, Joyce [D-OH-3]	C		C		C			C		C	C	
Rep. Vargas, Juan [D-CA-51]	C		C		C			C		C	C	
Rep. Chu, Judy [D-CA-27]	C		C		C			C		C	C	
Rep. Brownley, Julia [D-CA-26]	C		C		C			C		C	C	
Rep. Kahele, Kaiali'i [D-HI-2]	C		C								C	
Rep. Clark, Katherine M. [D-MA-5]	C		C		C					C	C	
Rep. Castor, Kathy [D-FL-14]	C		C		C			C		C	C	
Rep. Manning, Kathy E. [D-NC-6]	C		C					C			C	
Rep. Mfume, Kweisi [D-MD-7]	C		C								C	
Rep. Underwood, Lauren [D-IL-14]	C		C		C						C	
Rep. Frankel, Lois [D-FL-21]	C		C		C			C		C	C	
Rep. Trahan, Lori [D-MA-3]	C		C		C			C		C	C	
Rep. Correa, J. Luis [D-CA-46]	C		C		C			C		C	C	
Rep. Dean, Madeleine [D-PA-4]	C		C		C			C		C	C	
Rep. Kaptur, Marcy [D-OH-9]	C		C		C			C			C	
Rep. Newman, Marie [D-IL-3]	C		C								C	
Rep. DeSaulnier, Mark [D-CA-11]	C		C		C			C		C	C	
Rep. Quigley, Mike [D-IL-5]	C		C		C			C		C	C	
Rep. Thompson, Mike [D-CA-5]	C		C		C			C		C	C	
Rep. Jones, Mondaire [D-NY-17]	C		C					C			C	
Rep. Barragan, Nanette Diaz [D-CA-44]	C		C		C			C		C	C	
Rep. Williams, Nikema [D-GA-5]	C		C								C	
Rep. Torres, Norma J. [D-CA-35]	C		C		C					C	C	
Rep. DeFazio, Peter A. [D-OR-4]	C		C		C			C		C	C	
Rep. Jayapal, Pramila [D-WA-7]	C		C		C			C		C	C	
Rep. Krishnamoorthi, Raja [D-IL-8]	C		C		C			C		C	C	
Rep. Grijalva, Raúl M. [D-AZ-3]	C		C		C			C		C	C	
Rep. Kelly, Robin L. [D-IL-2]	C		C		C			C		C	C	
Rep. DeLauro, Rosa L. [D-CT-3]	C		C		C					C	C	
Rep. Gallego, Ruben [D-AZ-7]	C		C		C			C		C	C	
Rep. Bishop, Sanford D., Jr. [D-GA-2]	C		C		C							
Rep. Jacobs, Sara [D-CA-53]	C		C					C			C	
Rep. Casten, Sean [D-IL-6]	C		C		C			C		C	C	
Rep. Davids, Sharice [D-KS-3]	C		C		C			C		C	C	
Rep. Jackson Lee, Sheila [D-TX-18]	C		C		C					C	C	
Rep. Cohen, Steve [D-TN-9]	C		C		C			C		C	C	
Rep. Horsford, Steven [D-NV-4]	C		C		C			C		C	C	
Rep. Wild, Susan [D-PA-7]	C		C		C			C		C	C	
Rep. Lee, Susie [D-NV-3]	C		C		C			C		C		
Rep. DelBene, Suzan K. [D-WA-1]	C		C		C			C		C	C	

Rep. Bonamici, Suzanne [D-OR-1]	C		C		C			C		C	C	
Rep. Deutch, Theodore E. [D-FL-22]	C		C		C					C	C	
Rep. Leger Fernandez, Teresa [D-NM-3]	C		C					C			C	
Rep. Malinowski, Tom [D-NJ-7]	C		C		C			C		C	C	
Rep. Demings, Val Butler [D-FL-10]	C		C		C			C		C	C	
Rep. Escobar, Veronica [D-TX-16]	C		C		C			C		C	C	
Rep. Clarke, Yvette D. [D-NY-9]	C		C		C			C		C		
Rep. Lowenthal, Alan S. [D-CA-47]	C		C		C			C		C	C	
Rep. Craig, Angie [D-MN-2]	C		C		C					C	C	
Rep. Brown, Anthony G. [D-MD-4]	C		C		C			C		C	C	
Rep. Pressley, Ayanna [D-MA-7]	C		C		C					C	C	
Rep. Lee, Barbara [D-CA-13]	C		C		C			C		C	C	
Rep. McCollum, Betty [D-MN-4]	C		C		C			C		C	C	
Rep. Keating, William R. [D-MA-9]	C		C		C					C	C	
Rep. Pascrell, Bill, Jr. [D-NJ-9]	C		C		C			C		C	C	
Rep. Watson Coleman, Bonnie [D-NJ-12]	C		C		C			C		C	C	
Rep. Maloney, Carolyn B. [D-NY-12]	C		C		C			C		C	C	
Rep. Pingree, Chellie [D-ME-1]	C		C		C			C		C	C	
Rep. Houlahan, Chrissy [D-PA-6]	C		C		C			C		C		
Rep. Axne, Cynthia [D-IA-3]	C		C		C					C	C	
Rep. Kildee, Daniel T. [D-MI-5]	C		C		C			C		C	C	
Rep. Davis, Danny K. [D-IL-7]	C		C		C			C		C	C	
Rep. Cicilline, David N. [D-RI-1]	C		S		S					C	C	
Rep. Dingell, Debbie [D-MI-12]	C		C		C			C		C	C	
Rep. Payne, Donald M., Jr. [D-NJ-10]	C		C		C			C		C	C	
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	C		C		C			C		C		
Rep. Perlmutter, Ed [D-CO-7]	C		C		C					C	C	
Rep. Johnson, Eddie Bernice [D-TX-30]	C		C		C					C		
Rep. Swalwell, Eric [D-CA-15]	C		C		C			C		C	C	
Rep. Pallone, Frank, Jr. [D-NJ-6]	C		C		C			C		C	C	
Rep. Napolitano, Grace F. [D-CA-32]	C		C		C			C		C	C	
Rep. Stanton, Greg [D-AZ-9]	C		C		C			C		C	C	
Rep. Moore, Gwen [D-WI-4]	C		C		C						C	
Rep. Cuellar, Henry [D-TX-28]	C		C		C							
Rep. Speier, Jackie [D-CA-14]	C		C		C			C		C	C	
Rep. Hayes, Jahana [D-CT-5]	C		C		C			C		C	C	

Rep. Auchincloss, Jake [D-MA-4]	C		C				C			C	
Rep. Crow, Jason [D-CO-6]	C		C		C		C		C	C	
Rep. Himes, James A. [D-CT-4]	C		C		C		C		C	C	
Rep. McGovern, James P. [D-MA-2]	C		C		C				C	C	
Rep. Castro, Joaquin [D-TX-20]	C		C		C		C		C	C	
Rep. Harder, Josh [D-CA-10]	C		C		C				C		
Rep. Bass, Karen [D-CA-37]	C		C		C		C		C	C	
Rep. Porter, Katie [D-CA-45]	C		C		C		C		C	C	
Rep. Schrier, Kim [D-WA-8]	C		C		C				C	C	
Rep. Sánchez, Linda T. [D-CA-38]	C		C		C		C		C	C	
Rep. Veasey, Marc A. [D-TX-33]	C		C		C				C		
Rep. Pocan, Mark [D-WI-2]	C		C		C		C		C	C	
Rep. Takano, Mark [D-CA-41]	C		C		C		C		C	C	
Rep. Scanlon, Mary Gay [D-PA-5]	C		C		C		C		C	C	
Rep. Doyle, Michael F. [D-PA-18]	C		C		C		C		C	C	
Rep. Velazquez, Nydia M. [D-NY-7]	C		C		C				C	C	
Rep. Tonko, Paul [D-NY-20]	C		C		C		C		C	C	
Rep. Tlaib, Rashida [D-MI-13]	C		C		C		C		C	C	
Rep. Ruiz, Raul [D-CA-36]	C		C		C		C		C	C	
Rep. Larsen, Rick [D-WA-2]	C		C		C		C		C	C	
Rep. Torres, Ritchie [D-NY-15]	C		C				C			C	
Rep. Kind, Ron [D-WI-3]	C		C		C				C		
Rep. Carbajal, Salud O. [D-CA-24]	C		C		C		C		C	C	
Rep. Maloney, Sean Patrick [D-NY-18]	C		C		C				C	C	
Rep. Moulton, Seth [D-MA-6]	C		C		C		C		C	C	
Rep. Lynch, Stephen F. [D-MA-8]	C		C		C		C		C	C	
Rep. Lieu, Ted [D-CA-33]	C		C		C		C		C	C	
Rep. Sewell, Terri A. [D-AL-7]	C		C		C					C	
Rep. Suozzi, Thomas R. [D-NY-3]	C		C		C		C		C	C	
Rep. Ryan, Tim [D-OH-13]	C		C		C				C	C	
Rep. Cárdenas, Tony [D-CA-29]	C		C		C		C		C	C	
Rep. Gonzalez, Vicente [D-TX-15]	C		C		C		C		C		
Rep. Scott, Robert C. "Bobby" [D-VA-3]	C		C		C		S		C	C	
Rep. Allred, Colin Z. [D-TX-32]	C		C		C		C		C	C	
Rep. Lamb, Conor [D-PA-17]	C		C		C		C		C	C	
Rep. Soto, Darren [D-FL-9]	C		C		C				C	C	
Rep. Butterfield, G. K. [D-NC-1]	C		C		C				C	C	
Rep. Stevens, Haley M. [D-MI-11]	C		C		C		C		C	C	
Rep. McNerney, Jerry [D-CA-9]	C		C		C		C		C	C	
Rep. Cta, Jim [D-CA-16]	C		C		C		C		C	C	

Rep. Langevin, James R. [D-RI-2]	C		C		C			C		C	C	
Rep. Neguse, Joe [D-CO-2]	C		C		C			C		C	C	
Rep. Garamendi, John [D-CA-3]	C		C		C			C		C	C	
Rep. Larson, John B. [D-CT-1]	C		C		C					C	C	
Rep. Yarmuth, John A. [D-KY-3]	C		C		C			C		C	C	
Rep. Doggett, Lloyd [D-TX-35]	C		C		C			C		C	C	
Rep. McBath, Lucy [D-GA-6]	C		C		C					C		
Rep. Cartwright, Matt [D-PA-8]	C		C		C			C		C	C	
Rep. Waters, Maxine [D-CA-43]	C		C		C			C		C		
Rep. Peters, Scott H. [D-CA-52]	C		C		C			C		C	C	
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	C		C		C					C	C	
Rep. Kirkpatrick, Ann [D-AZ-2]	C		C		C			C		C	C	
Rep. Bourdeaux, Carolyn [D-GA-7]	C		C					C			C	
Rep. Crist, Charlie [D-FL-13]	C		C		C			C		C	C	
Rep. Bustos, Cheri [D-IL-17]	C		C		C			C		C	C	
Rep. Titus, Dina [D-NV-1]	C		C		C			C		C	C	
Rep. Matsui, Doris O. [D-CA-6]	C		C		C			C		C	C	
Rep. Cleaver, Emanuel [D-MO-5]	C		C		C					C	C	
Rep. Mrvan, Frank J. [D-IN-1]	C		C									
Rep. Meeks, Gregory W. [D-NY-5]	C		C		C			C		C	C	
Rep. Bowman, Jamaal [D-NY-16]	C		C					C			C	
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	C		C		C			C		C		
Rep. Fletcher, Lizzie [D-TX-7]	C		C		C						C	
Rep. Roybal-Allard, Lucille [D-CA-40]	C		C		C			C		C	C	
Rep. Strickland, Marilyn [D-WA-10]	C		C					C			C	
Rep. Levin, Mike [D-CA-49]	C		C		C			C		C	C	
Rep. Aguilar, Pete [D-CA-31]	C		C		C			C		C	C	
Rep. Khanna, Ro [D-CA-17]	C		C		C			C		C		
Rep. Thompson, Bennie G. [D-MS-2]	C		C		C					C		
Rep. Schrader, Kurt [D-OR-5]	C		C		C			C		C		
Rep. Neal, Richard E. [D-MA-1]	C		C		C					C	C	
Rep. Garcia, Sylvia R. [D-TX-29]	C		C		C			C		C	C	
Rep. Rice, Kathleen M. [D-NY-4]	C		C		C			C		C		
Rep. Lawson, Al, Jr. [D-FL-5]	C		C		C			C		C	C	
Rep. O'Halleran, Tom [D-AZ-1]	C		C		C			C		C	C	
Rep. Green, Al [D-TX-9]	C		C		C					C	C	
Rep. Slotkin, Elissa [D-MI-8]	C		C		C					C	C	
Rep. Gottheimer, Josh [D-NJ-5]	C		C		C					C	C	
Rep. Wilson, Frederica S. [D-FL-24]	C		C		C			C		C	C	

Rep. Sherrill, Mikie [D-NJ-11]	C		C		C			C		C	C	
Rep. Murphy, Stephanie N. [D-FL-7]	C		C		C					C	C	
Rep. Wexton, Jennifer [D-VA-10]	C		C		C			C		C	C	
Rep. Spanberger, Abigail Davis [D-VA-7]	C		C		C					C	C	
Rep. Luria, Elaine G. [D-VA-2]	C		C		C						C	
Sen. Collins, Susan M. [R-ME]				C								
Sen. Harris, Kamala D. [D-CA]				C					S			
Rep. Fitzpatrick, Brian K. [R-PA-1]					C	C	C					
Rep. Katko, John [R-NY-24]					C							
Rep. Stewart, Chris [R-UT-2]						S	S					
Rep. Kinzinger, Adam [R-IL-16]						C						
Rep. Garbarino, Andrew R. [R-NY-2]						C						
Rep. Moore, Blake D. [R-UT-1]						C						
Rep. Owens, Burgess [R-UT-4]						C						
Rep. Gimenez, Carlos A. [R-FL-26]						C						
Rep. Upton, Fred [R-MI-6]						C	C					
Rep. Curtis, John R. [R-UT-3]						C	C					
Rep. Salazar, Maria Elvira [R-FL-27]						C						
Rep. Diaz-Balart, Mario [R-FL-25]						C						
Rep. Amodei, Mark E. [R-NV-2]						C	C					
Rep. Simpson, Michael K. [R-ID-2]						C	C					
Rep. Malliotakis, Nicole [R-NY-11]						C						
Rep. Mace, Nancy [R-SC-1]						C						
Rep. Meijer, Peter [R-MI-3]						C						
Rep. Stefanik, Elise M. [R-NY-21]							C					
Rep. Joyce, David P. [R-OH-14]							C					
Rep. Stansbury, Melanie Ann [D-NM-1]								C			C	
Rep. Brown, Shontel M. [D-OH-11]								C				
Rep. Carter, Troy [D-LA-2]											C	
Rep. Cherfilus-McCormick, Sheila [D-FL-20]											C	

P2: Members Who Sponsored or Co-Sponsored Legislation That Would Strengthen Free Speech or Religious Freedom

The following legislation from the 116th and 117th congressional sessions was considered helpful to free speech or religious freedom:

1. Child Welfare Provider Inclusion Act (117th Congress, S.1750)
2. Child Welfare Provider Inclusion Act (117th Congress, S.656)
3. Child Welfare Provider Inclusion Act (116th Congress, S.897)
4. Child Welfare Provider Inclusion Act (116th Congress, S.274)
5. Conscience Protection Act (117th Congress, S.401)
6. Free Speech Fairness Act (117th Congress, S.837)
7. Free Speech Fairness Act (116th Congress, S.949)
8. Free Speech Fairness Act (116th Congress, S.330)

In the table below, a red **S** indicates sponsorship and a black **C** indicates co-sponsorship of acts 1 through 8 as listed above:

Member of Congress	1	2	3	4	5	6	7	8
Rep. Kelly, Mike [R-PA-16]	S		S					
Rep. Timmons, William R. IV [R-SC-4]	C		C					
Rep. Cloud, Michael [R-TX-27]	C		C			C	C	
Rep. Allen, Rick W. [R-GA-12]	C		C				C	
Rep. Lesko, Debbie [R-AZ-8]	C		C			C	C	
Rep. Gaetz, Matt [R-FL-1]	C		C				C	
Rep. Weber, Randy K., Sr. [R-TX-14]	C		C			C	C	
Rep. Reschenthaler, Guy [R-PA-14]	C		C					
Rep. Grothman, Glenn [R-WI-6]	C		C			C	C	
Rep. Palmer, Gary J. [R-AL-6]	C		C				C	
Rep. Norman, Ralph [R-SC-5]	C		C			C	C	
Rep. Bacon, Don [R-NE-2]	C		C					
Rep. Babin, Brian [R-TX-36]	C					C		
Rep. Rice, Tom [R-SC-7]	C		C					
Sen. Scott, Tim [R-SC]		S		C	C			
Sen. Cotton, Tom [R-AR]		C		C	C			
Sen. Hyde-Smith, Cindy [R-MS]		C			C			
Sen. Hawley, Josh [R-MO]		C		C	C			
Sen. Cramer, Kevin [R-ND]		C			C			
Sen. Risch, James E. [R-ID]		C		C	C			
Sen. Braun, Mike [R-IN]		C		C	C			
Sen. Sasse, Ben [R-NE]		C		C	C			
Sen. Blunt, Roy [R-MO]		C		C	C			
Sen. Lankford, James [R-OK]		C		C	S			S
Sen. Lee, Mike [R-UT]		C		C	C			
Sen. Cruz, Ted [R-TX]		C		C	C			
Sen. Ernst, Joni [R-IA]		C		C				
Sen. Daines, Steve [R-MT]		C		C	C			
Sen. Wicker, Roger F. [R-MS]		C		C				
Sen. Hagerty, Bill [R-TN]		C			C			
Sen. Cornyn, John [R-TX]		C		C				

Sen. Scott, Rick [R-FL]		C			C			
Sen. Blackburn, Marsha [R-TN]		C		C	C			
Sen. Cassidy, Bill [R-LA]		C		C	C			
Sen. Kennedy, John [R-LA]		C		C	C			
Sen. Marshall, Roger [R-KS]		C			C			
Sen. Hoeven, John [R-ND]		C			C			
Sen. Boozman, John [R-AR]		C			C			
Rep. Aderholt, Robert B. [R-AL-4]			C			C		
Rep. Cole, Tom [R-OK-4]			C			C	C	
Rep. Hartzler, Vicky [R-MO-4]			C			C	C	
Rep. Biggs, Andy [R-AZ-5]			C					
Rep. Carter, John R. [R-TX-31]			C					
Rep. Comer, James [R-KY-1]			C					
Rep. Duncan, Jeff [R-SC-3]			C			C	C	
Rep. Gibbs, Bob [R-OH-7]			C				C	
Rep. Gohmert, Louie [R-TX-1]			C					
Rep. Hice, Jody B. [R-GA-10]			C			C	C	
Rep. Johnson, Mike [R-LA-4]			C			C	C	
Rep. Lamborn, Doug [R-CO-5]			C					
Rep. Loudermilk, Barry [R-GA-11]			C					
Rep. Mooney, Alexander X. [R-WV-2]			C				C	
Rep. Posey, Bill [R-IN-3]			C					
Rep. Smith, Christopher H. [R-NJ-4]			C					
Rep. Wilson, Joe [R-SC-2]			C			C		
Rep. Wittman, Robert J. [R-VA-1]			C					
Rep. Rutherford, John H. [R-FL-4]			C					
Rep. Budd, Ted [R-NC-13]			C				C	
Rep. Foxx, Virginia [R-NC-5]			C					
Rep. Banks, Jim [R-IN-3]			C			C	C	
Rep. Kelly, Trent [R-MS-1]			C				C	
Rep. Williams, Roger [R-TX-25]			C					
Rep. Latta, Robert E. [R-OH-5]			C				C	
Rep. LaHood, Darin [R-IL-18]			C					
Rep. Calvert, Ken [R-CA-42]			C					
Rep. Schweikert, David [R-AZ-6]			C					
Rep. Johnson, Bill [R-OH-6]			C					
Rep. Chabot, Steve [R-OH-1]			C			C		
Rep. Smucker, Lloyd [R-PA-11]			C					
Rep. Long, Billy [R-MO-7]			C					
Rep. Estes, Ron [R-KS-4]			C				C	
Rep. Jordan, Jim [R-OH-4]			C				C	
Rep. Luetkemeyer, Blaine [R-MO-3]			C				C	
Rep. Steube, W. Gregory [R-FL-17]			C					

Rep. Meuser, Daniel [R-PA-9]			C					
Sen. Portman, Rob [R-OH]					C			
Sen. Moran, Jerry [R-KS]					C			
Sen. Fischer, Deb [R-NE]					C			
Sen. Barrasso, John [R-WY]					C			
Sen. Thune, John [R-SD]					C			
Sen. Rounds, Mike [R-SD]					C			
Sen. Lummis, Cynthia M. [R-WY]					C			
Sen. Rubio, Marco [R-FL]					C			
Sen. Crapo, Mike [R-ID]					C			
Rep. Scalise, Steve [R-LA-1]						S	S	
Rep. Rouzer, David [R-NC-7]						C		
Rep. Good, Bob [R-VA-5]						C		
Rep. Massie, Thomas [R-KY-4]						C	C	
Rep. Franklin, C. Scott [R-FL-15]						C		
Rep. Keller, Fred [R-PA-12]						C		
Rep. Guest, Michael [R-MS-3]						C	C	
Rep. Smith, Jason [R-MO-8]							C	
Rep. Rogers, Harold [R-KY-5]							C	
Rep. Pence, Greg [R-IN-6]							C	
Rep. Hudson, Richard [R-NC-8]							C	
Rep. Green, Mark E. [R-TN-7]							C	
Rep. Turner, Michael R. [R-OH-10]							C	
Rep. Griffith, H. Morgan [R-VA-9]							C	
Rep. Brooks, Mo [R-AL-5]							C	
Rep. Womack, Steve [R-AR-3]							C	
Rep. Hern, Kevin [R-OK-1]							C	

P3: Members Who Did Not Sponsor or Co-Sponsor Any of the Scored Legislation

- Rep. Armstrong, Kelly [R-ND]
- Rep. Arrington, Jodey C. [R-TX-19]
- Rep. Baird, James R. [R-IN-4]
- Rep. Balderson, Troy [R-OH-12]
- Rep. Barr, Andy [R-KY-6]
- Rep. Bentz, Cliff [R-OR-2]
- Rep. Bergman, Jack [R-MI-1]
- Rep. Bice, Stephanie I. [R-OK-5]
- Rep. Bilirakis, Gus M. [R-FL-12]
- Rep. Bishop, Dan [R-NC-9]
- Rep. Blunt Rochester, Lisa [D-DE]
- Rep. Boebert, Lauren [R-CO-3]
- Rep. Bost, Mike [R-IL-12]
- Rep. Brady, Kevin [R-TX-8]
- Rep. Buchanan, Vern [R-FL-16]
- Rep. Buck, Ken [R-CO-4]
- Rep. Bucshon, Larry [R-IN-8]
- Rep. Burchett, Tim [R-TN-2]
- Rep. Burgess, Michael C. [R-TX-26]
- Rep. Cammack, Kat [R-FL-3]
- Rep. Carey, Mike [R-OH-15]
- Rep. Carl, Jerry L. [R-AL-1]
- Rep. Carter, Earl L. "Buddy" [R-GA-1]
- Rep. Cawthorn, Madison [R-NC-11]
- Rep. Cheney, Liz [R-WY]
- Rep. Cline, Ben [R-VA-6]

- Rep. Clyde, Andrew S. [R-GA-9]
- Rep. Crawford, Eric A. "Rick" [R-AR-1]
- Rep. Crenshaw, Dan [R-TX-2]
- Rep. Davidson, Warren [R-OH-8]
- Rep. Davis, Rodney [R-IL-13]
- Rep. DesJarlais, Scott [R-TN-4]
- Rep. Donalds, Byron [R-FL-19]
- Rep. Dunn, Neal P. [R-FL-2]
- Rep. Ellzey, Jake [R-TX-6]
- Rep. Emmer, Tom [R-MN-6]
- Rep. Fallon, Pat [R-TX-4]
- Rep. Feenstra, Randy [R-IA-4]
- Rep. Ferguson, A. Drew, IV [R-GA-3]
- Rep. Finstad, Brad [R-MN-1]
- Rep. Fischbach, Michelle [R-MN-7]
- Rep. Fitzgerald, Scott [R-WI-5]
- Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]
- Rep. Flores, Mayra [R-TX-34]
- Rep. Fulcher, Russ [R-ID-1]
- Rep. Gallagher, Mike [R-WI-8]
- Rep. Garcia, Mike [R-CA-25]
- Rep. Gonzales, Tony [R-TX-23]
- Rep. Gonzalez, Anthony [R-OH-16]
- Rep. González-Colón, Jenniffer [R-PR]
- Rep. Good, Bob [R-VA-5]
- Rep. Gooden, Lance [R-TX-5]
- Rep. Gosar, Paul A. [R-AZ-4]
- Rep. Granger, Kay [R-TX-12]
- Rep. Graves, Garret [R-LA-6]
- Rep. Graves, Sam [R-MO-6]
- Rep. Greene, Marjorie Taylor [R-GA-14]
- Rep. Guthrie, Brett [R-KY-2]
- Rep. Harris, Andy [R-MD-1]
- Rep. Harshbarger, Diana [R-TN-1]
- Rep. Herrell, Yvette [R-NM-2]
- Rep. Herrera Beutler, Jaime [R-WA-3]
- Rep. Higgins, Clay [R-LA-3]
- Rep. Hill, J. French [R-AR-2]
- Rep. Hinson, Ashley [R-IA-1]
- Rep. Hollingsworth, Trey [R-IN-9]
- Rep. Huizenga, Bill [R-MI-2]
- Rep. Issa, Darrell E. [R-CA-50]
- Rep. Jackson, Ronny [R-TX-13]
- Rep. Jacobs, Chris [R-NY-27]
- Rep. Johnson, Dusty [R-SD]
- Rep. Joyce, John [R-PA-13]
- Rep. Kim, Young [R-CA-39]
- Rep. Kustoff, David [R-TN-8]
- Rep. LaMalfa, Doug [R-CA-1]
- Rep. LaTurner, Jake [R-KS-2]
- Rep. Letlow, Julia [R-LA-5]
- Rep. Lucas, Frank D. [R-OK-3]
- Rep. Mann, Tracey [R-KS-1]
- Rep. Mast, Brian J. [R-FL-18]
- Rep. McCarthy, Kevin [R-CA-23]
- Rep. McCaul, Michael T. [R-TX-10]
- Rep. McClain, Lisa C. [R-MI-10]
- Rep. McClintock, Tom [R-CA-4]
- Rep. McHenry, Patrick T. [R-NC-10]
- Rep. McKinley, David B. [R-WV-1]
- Rep. McMorris Rodgers, Cathy [R-WA-5]
- Rep. Miller, Carol D. [R-WV-3]
- Rep. Miller, Mary E. [R-IL-15]
- Rep. Miller-Meeks, Mariannette [R-IA-2]
- Rep. Moolenaar, John R. [R-MI-4]
- Rep. Moore, Barry [R-AL-2]
- Rep. Mullin, Markwayne [R-OK-2]
- Rep. Murphy, Gregory [R-NC-3]
- Rep. Nehls, Troy E. [R-TX-22]
- Rep. Newhouse, Dan [R-WA-4]
- Rep. Norton, Eleanor Holmes [D-DC]
- Rep. Obernolte, Jay [R-CA-8]
- Rep. Palazzo, Steven M. [R-MS-4]
- Rep. Perry, Scott [R-PA-10]
- Rep. Pfluger, August [R-TX-11]
- Rep. Plaskett, Stacey E. [D-VI]
- Rep. Radewagen, Aumua Amata Coleman [R-AS]
- Rep. Rogers, Mike D. [R-AL-3]
- Rep. Rose, John W. [R-TN-6]
- Rep. Rosendale Sr., Matthew M. [R-MT]
- Rep. Roy, Chip [R-TX-21]

- Rep. San Nicolas, Michael F. Q. [D-GU]
- Rep. Scott, Austin [R-GA-8]
- Rep. Scott, Robert C. "Bobby" [D-VA-3]
- Rep. Sessions, Pete [R-TX-17]
- Rep. Smith, Adrian [R-NE-3]
- Rep. Spartz, Victoria [R-IN-5]
- Rep. Stauber, Pete [R-MN-8]
- Rep. Steel, Michelle [R-CA-48]
- Rep. Steil, Bryan [R-WI-1]
- Rep. Taylor, Van [R-TX-3]
- Rep. Tenney, Claudia [R-NY-22]
- Rep. Thompson, Glenn [R-PA-15]
- Rep. Tiffany, Thomas P. [R-WI-7]
- Rep. Valadao, David G. [R-CA-21]
- Rep. Van Drew, Jefferson [R-NJ-2]
- Rep. Van Duyne, Beth [R-TX-24]
- Rep. Wagner, Ann [R-MO-2]
- Rep. Walberg, Tim [R-MI-7]
- Rep. Waltz, Michael [R-FL-6]
- Rep. Webster, Daniel [R-FL-11]
- Rep. Welch, Peter [D-VT]
- Rep. Wenstrup, Brad R. [R-OH-2]
- Rep. Westerman, Bruce [R-AR-4]
- Rep. Zeldin, Lee M. [R-NY-1]
- Sen. Burr, Richard [R-NC]
- Sen. Capito, Shelley Moore [R-WV]
- Sen. Casey, Robert P. [D-PA]
- Sen. Graham, Lindsey [R-SC]
- Sen. Grassley, Chuck [R-IA]
- Sen. Johnson, Ron [R-WI]
- Sen. King, Angus S. [I-ME]
- Sen. Manchin, Joe [D-WV]
- Sen. McConnell, Mitch [R-KY]
- Sen. Murkowski, Lisa [R-AK]
- Sen. Paul, Rand [R-KY]
- Sen. Romney, Mitt [R-UT]
- Sen. Shelby, Richard C. [R-AL]
- Sen. Sullivan, Dan [R-AK]
- Sen. Tillis, Thom [R-NC]
- Sen. Toomey, Patrick J. [R-PA]
- Sen. Tuberville, Tommy [R-AL]
- Sen. Young, Todd [R-IN]

Appendix Q: Scored Litigation

Masterpiece Cakeshop v. Colorado Civil Rights Commission: Penalty for supporting the respondent. At issue is whether applying Colorado’s public accommodations law to compel cake artist Jack Phillips to create expression that violates his sincerely-held religious beliefs about marriage violates the Free Speech or Free Exercise Clauses of the First Amendment.¹⁰

Fulton v. City of Philadelphia, Pennsylvania: Penalty for supporting the respondent. As issue is whether a government violates the First Amendment by conditioning a religious agency’s ability to participate in the foster care system on taking actions and making statements that directly contradict the agency’s religious beliefs.¹¹

State of Washington v. Arlene’s Flowers: Penalty for supporting the respondent. At issue is whether a state violates a floral designer’s First Amendment rights to free exercise and free speech by forcing her to take part in and create custom floral art celebrating same-sex weddings or by acting based on hostility toward her religious beliefs.¹²

Burwell v. Hobby Lobby Stores; Conestoga Wood Specialties v. Burwell: Penalty for supporting the petitioner. At issue is whether the religious owners of a family business, or their closely-held, for-profit corporation, have free exercise rights that are violated by the application of the contraceptive-coverage Mandate of the Affordable Care Act.¹³

Brush & Nib Studio v. City of Phoenix: Penalty for supporting the respondent. At issue is whether a city violates state free speech and religious freedom protections when it forces commissioned artists to create custom artwork conveying messages about marriage that violate their religious beliefs.¹⁴

¹⁰ See “Masterpiece Cakeshop, Ltd. V. Colorado Civil Rights Commission” <https://www.scotusblog.com/case-files/cases/masterpiece-cakeshop-ltd-v-colorado-civil-rights-commn/> (accessed 04/19/2022).

¹¹ See “Case preview: Court will tackle dispute involving religious foster-care agency, LGBTQ rights” <https://www.scotusblog.com/2020/10/case-preview-court-will-tackle-dispute-involving-religious-foster-care-agency-lgbtq-rights/> (accessed 04/19/2022).

¹² See “Arlene’s Flowers v. State of Washington | Arlene’s Flowers v. Ingersoll” <https://adfmmedia.org/case/arlenes-flowers-v-state-washington-arlenes-flowers-v-ingersoll> (accessed 04/19/2022).

¹³ See “Burwell v. Hobby Lobby Stores, Inc.” <https://www.scotusblog.com/case-files/cases/sebelius-v-hobby-lobby-stores-inc/> (accessed 04/19/2022).

¹⁴ See “Brush & Nib Studio v. City of Phoenix” <https://adfllegal.org/case/brush-nib-studio-v-city-phoenix> (accessed 04/19/2022).

Appendix R: Scored Causes/Organizations

Human Rights Campaign: Advocates for the weakening of free speech and religious freedom protections in law through support of the Equality Act.¹⁵

Change the Terms: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through creation of the Change the Terms model policy.¹⁶

Center for American Progress: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy.¹⁷

Color of Change: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy.¹⁸

Free Press: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy.¹⁹

Lawyers' Committee for Civil Rights Under Law: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy.²⁰

National Hispanic Media Coalition: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy.²¹

¹⁵ See “Equality Act: 647 Organizations Endorsing the Equality Act” <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/Orgs-Endorsing-Equality-Act-4-16-21-1.pdf?mtime=20210429104552&focal=none> (accessed 04/19/2022).

¹⁶ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

¹⁷ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

¹⁸ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

¹⁹ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

²⁰ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

²¹ See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022).

Southern Poverty Law Center: Pressures companies to adopt standards/model policies that restrict or censor speech online in a discriminatory, ill-defined, or arbitrary fashion through co-authoring the Change the Terms model policy. Promulgated an arbitrary, discriminatory, and politically motivated “Hate Map” as a pretext to exclude individuals and organizations from the market and public square because of their viewpoints.²²

Amalgamated Foundation: Through its Hate is Not Charitable campaign, the Amalgamated Foundation pressures banks and philanthropic institutions to use the Southern Poverty Law Center’s Hate Map as a pretext to exclude individuals and organizations from the market and public square because of their viewpoints.²³

Georgia Prospers: Advocates for the weakening of free speech and religious freedom protections in law through opposing Georgia’s RFRA.²⁴

²² See “Who We Are” <https://www.changetheterms.org/coalition> (accessed 04/19/2022); see “In 2021, We Tracked 722 Hate Groups across the U.S.” <https://www.splcenter.org/hate-map> (accessed 04/19/2022).

²³ See “Hate Is Not Charitable” <https://www.amalgamatedfoundation.org/insights-and-initiatives/hate-is-not-charitable> (accessed 04/19/2022).

²⁴ See “When Georgia Competes, Georgia Prospers!” <https://georgiaprospers.org/> (accessed 04/19/2022).

Appendices: General

Appendix S: List of Resources Reviewed to Score Each Company

Market

Ad Content Policy
Ad Targeting Policy
Algorithmic System Use Policy
Annual Report (10-K)
Civil Rights Policy
Civil Rights Report
Code of Ethics/Business Conduct
Content Moderation Policy/Guidelines
CSR Report
CSR Webpage
DE&I Report
DE&I Statement
DE&I Webpage
Employee Handbook
Equal Credit Opportunity Act Policy
Equal Employment Opportunity Policy
ESG Report
ESG Webpage
Fair and Responsible Banking Law Policy

Fair Housing Act Policy
Fair Lending Policy
GRI Index
Human Capital Management Report
Human Rights Policy
Impact Report
Impact Webpage
Materiality Assessment
Nondiscrimination Policy
Purchase Order Terms and Conditions
SASB Index
Seller Guidelines/Standards
Social/Reputational Risk Policy
Sustainability Report
Sustainability Webpage
TCFD Report
Terms of Use/Service
Vendor/Supplier/Contractor Policy
Vendor/Supplier/Contractor Webpage

Workplace

Annual Report (10-K)
Career Resources Relating to Culture
Career Webpage/Blog Relating to Culture
Civil Rights Policy
Civil Rights Report
Code of Ethics/Business Conduct
Company Blog Post Relating to Workforce Training including Divisive Concepts
Company Webpage Relating to Culture or Values
Company Webpage Relating to Workforce Training including Divisive Concepts
Corporate Foundation Page

Corporate Giving Webpage
Corporate Press Releases
Credible Third-Party Database/Report Concerning Company Promotion of Divisive Concepts
Credible Third-Party Database/Report Concerning Employee Charitable Gift Matching
CSR Report
CSR Webpage
DE&I Report
DE&I Statement
DE&I Webpage
Designated Website for Public Charity for Company-Sponsored Foundations

Employee Handbook
Employee Information Webpages
Employee matching gift page (corporate website)
Employee matching gift page (third-party website)
Equal Employment Opportunity Policy
ESG Report
ESG Webpage
GRI Index
Human Capital Management Report
Human Rights Policy
Impact Report

Impact Webpage
News stories indicating corporate use of "hate screens" for corporate charity (e.g., SPLC)
News Stories Related to Corporate DE&I
Nondiscrimination Policy
Non-Profit Donation/Grant Information
Proxy Statement
Public Charity Information
Sustainability Report
Sustainability Webpage
Terms and Policies of Third-Party Charity Manager (e.g., Benevity/Your Cause)

Public Square

Civil Rights Policy
Civil Rights Report
Company Donation Calculator
Company Support Calculator
Company Webpage Relating to Culture or Values
Company Webpages Relating to Corporate Legal Advocacy
Company Website
Corporate Foundation Page
Corporate Giving Webpage
Corporate Press Releases
CSR Report
CSR Webpage
Customer-directed Charity Information
DE&I Report
DE&I Webpage
Designated Website for Public Charity for Company-Sponsored Foundations
Donor-Advised Fund Policies
Endorsements on behalf of the company
ESG Report
ESG Webpage
GRI Index

Human Capital Management Report
Human Rights Campaign's Business
Human Rights Report
Impact Report
Impact Webpage
Legislative Business Petitions
Materiality Assessment
News stories indicating corporate use of
Non-Profit Donation/Grant Information
Non-Profit Product Donations/Discounts
Political Activity/Contribution Report
Political Activity/Contribution Webpage
Product Donations/Discounts for Non-
Proxy Statement
Public Charity
SASB Index
SCOTUS Blog
SEC Division of Corporation Finance
Sustainability Report
Sustainability Webpage
Tax Filings
TCFD Report
Terms and Policies of Third-Party Charity

Appendix T: Viewpoint Diversity Survey

The 2022 – 2023 Viewpoint Diversity Score Business Index: Survey was deployed during the 2022 – 2023 research period to obtain answers from ranked companies regarding their market, workplace, and public square practices and policies. It used branched questions to streamline the disclosure process. The full outline of questions and their numbering can be viewed below. Possible answers are given in brackets at the beginning of each question and explanatory notes on the survey’s branching logic are provided in **bolded red text**.

I. Market Policies/Practices

1. Company maintains **database(s)/list(s)/guidance/policies** governing when it may deny or restrict service to certain persons, organizations, or industries.

*(How to answer: Answer “yes” if the company maintains a list/database of people, organizations, or industries that it will block from using its products/services. Similarly, some companies maintain “social risk” policies that dictate when they **may** refuse to participate in certain business activities (i.e., subject such business activity to “heightened” review or due diligence.) Answer “yes” if a social or reputational “risk” policy would subject a person, organization, or industry to heightened review or due diligence because of their expression or activities.)*

(The following text and questions 1.a – 1.g only appear to the respondent if a “yes” response is given on question 1.)

Indicate whether the company discloses one or all of the following. Answer “yes” or “no” for each subject area below:

1.a. Uses **non-public** criteria (definitions), guidance, or policies in determining when the company may deny or restrict service to certain persons, organizations, or industries.
(How to answer: Answer “yes” if the company has any formal standards to which it refers when determining when to deny or restrict service that are not publicly disclosed. Answer “no” if all standards used to make determinations about denying or restricting service are publicly disclosed. “Formal standards” include material such as so-called “hate speech,” “misinformation,” or “offensive” content. Thoroughly review all internal social risk, reputational risk, and due diligence policies that might provide guidance for when the firm will deny or restrict service based on content, industry, or other considerations (e.g., a climate risk policy that requires transactions with fossil fuel companies to undergo “heightened” review or due diligence). This may also include guidance on the type(s) of banned content.)

1.b. Uses **non-public** database(s)/list(s) of persons, organizations, or industries in determining when the company may deny or restrict service.

1.c. Publicly discloses the process for how individuals, organizations, or industries are included on “banned” or “restricted” service databases/lists or flagged as “risky.”

1.d. **If yes**, please include an active URL to a report or webpage specifying the process for how persons, organizations, or industries are included on “banned” or “restricted” databases/lists or are flagged as “risky.”

1.e. Company limits or restricts services to certain organizations based on industry or category of activity.

(How to answer: Companies that deny service to companies operating in industries like fossil fuels, or to nonprofits engaged in “religious” or “political” activity should answer “yes” to this question. This includes social media companies that disallow “political” or “religious” advertising.)

1.f. **If yes**, please list all industries and/or types of activity the company avoids serving, or deems “high risk”, along with a rationale for each.

1.g. Company consults/refers to the **Southern Poverty Law Center** in determining whether to deny or restrict service/content.

2. Company receives requests from **external government/private entities** to deny or restrict service.

(How to answer: Answer “yes” if the company receives one or more requests from government or NGOs to cease doing business with particular individuals, organizations, or industries (e.g., an NGO asks a financial institution to stop providing services to a nonprofits because it objects to their public advocacy on a controversial issue). This also includes requests from government agencies to censor/remove content.)

(The following text and questions 2.a and 2.b only appear to the respondent if a “yes” response is given on question 2.)

Indicate whether the company discloses one or all of the following. Answer “yes” or “no” for each subject area below:

2.a. Publicly discloses **non-governmental organizations’** (NGOs’) requests to deny or restrict service/content.

(The following text and questions 2.b – 2.f only appear to the respondent if a “yes” response is given on question 2.a.)

Please specify whether disclosures about **each private (NGO) request** to deny or restrict service/content includes the following information. Answer “yes” or “no” for each category below:

(How to answer: This could include “fact-checkers” asking social media companies to censor or slow “misinformation,” as well as third parties requesting that companies discontinue business with so-called “hate groups” or enterprises in “risky” industries.)

2.b. The name of the NGO making each request/recommendation.

- 2.c. The action(s) requested by the NGO.
- 2.d. The rationale for each request/recommendation.
- 2.e. The company's response to each request/recommendation.
- 2.f. Provide active URL(s) to information listed above.
- 2.g. Publicly discloses **governmental** requests/recommendations to deny or restrict service/content.

(The following text and questions 2.h – 2.l only appear to the respondent if a “yes” response is given on question 2.g.)

Please specify whether disclosures about **each governmental request/recommendation** to deny or restrict service/content includes the following information. Answer “yes” or “no” for each category below:

- 2.h. The name of the governmental entity making each request/recommendation.
- 2.i. The action(s) requested by the governmental entity.
- 2.j. The rationale for each request/recommendation.
- 2.k. The company's response to each request/recommendation.
- 2.l. Provide active URL(s) to information listed above.

(The following text and questions 3.a and 3.i – 3.j serve, together, as the third root question, and appear together in the online survey regardless of the respondent's answers to previous questions. As such there is no single question 3, only questions 3.a – 3.j.)

Specify whether the company provides the following protections/requirements for vendors/suppliers/contractors (third party business partners). Answer “yes” or “no” for each category below.

- 3.a. Third-party workforce freedom policy.
(How to answer: [See model policy.](#))

(The following text and questions 3.b – 3.f only appear to the respondent if a “yes” response is given on question 3.a.)

Please specify whether the company's **third-party workforce freedom policy** applies to and covers the following components. Answer “yes” or “no” for each category below:
(How to answer: *Only answer “yes” where the policy includes the specific term(s) referenced. See [model policy.](#)*)

3.b. Policy applies to vendors.

3.c. Policy applies to suppliers.

3.d. Policy applies to contractors.

3.e. Policy affirms the freedom of third-party business partners to make determinations about their own hiring and employment policies and practices consistent with their mission.

3.f. Policy affirms the freedom of third-party business partners to make determinations about their own hiring and employment policies and practices consistent with their **values**.

3.g. Company requires third-party business partners to adopt or affirm policies or programming related to diversity, equity, and inclusion (DE&I) as a condition of doing business with the company.

(How to answer: Answer “yes” if the company requires third parties to implement DE&I training, integrate DE&I into workplace management policies and/or practices, measure/report diversity benchmarks for boards, measure or disclose DE&I metrics, or generally signal their support for DE&I.)

3.h. Company requires third-party business partners to adhere to a non-discrimination policy that includes protected categories or activities beyond those defined in U.S. law.

*(How to answer: Answer “yes” if the company requires third parties to adhere to a non-discrimination policy that extends to other activities and categories **other than those defined in U.S. federal law** as “race,” “color,” “religion,” “sex,” “national origin,” “disability,” or “genetic information.”)*

3.i. Company policy prohibits **religious discrimination** against vendors/suppliers/contractors.

3.j. Company policy prohibits **ideological discrimination** against vendors/suppliers/contractors.

II. Workplace Policies/Practices

4. Company has an **off-duty civil rights policy** that specifically protects the freedom of employees to express their religious and political views on **personal time**.

(How to answer: View [model policy](#).)

(The following text and questions 4.a – 4.f only appear to the respondent if a “yes” response is given on question 4.)

Indicate whether your company’s off-duty civil rights policy protects the following speech/activities. Answer “yes” or “no” for each term below:

(How to answer: Only check “yes” for the specific term(s) explicitly referenced in your company’s policy. Otherwise, answer “no.” View model policy.)

Speech/Activities Covered:

- 4.a. Freedom of speech
 - 4.b. Freedom of expression
 - 4.c. Religion
 - 4.d. Freedom of association
 - 4.e. Peaceable assembly
 - 4.f. Protest
5. Company imposes restrictions on employee expression (on or off social media) and/or participation in political/religious activities **outside of work on personal time.**

(The following text and questions 5.a – 5.h only appear to the respondent if a “yes” response is given on question 5.)

Indicate what specific restriction(s) the company imposes on employee political or religious speech/activity outside of work. Answer “yes” or “no” for each restriction below:

(How to answer: *Make sure to review any corporate social media or political activities policies. View [model policy.](#)***)**

Restrictions on off-duty employee speech/conduct require that political or religious activities/advocacy:

- 5.a. take place outside of work.
- 5.b. are legal and nonviolent.
- 5.c. do not disclose proprietary or confidential company information or trade secrets.
- 5.d. are not a direct conflict of interest with the company’s primary business(es).
- 5.e. do not directly or materially interfere with employees’ job performance or business operations.
- 5.f. do not involve the use of company resources or property.
- 5.g. Company imposes other restrictions on off-duty political or religious activities/advocacy **other than those referenced above** (including social media).
- 5.h. If yes, please list and describe **all additional restrictions** imposed on employee political/religious speech/activity outside of work.

6. Company has a workforce diversity board or council.

(The following text and questions 6.a – 6.e only appear to the respondent if a “yes” response is given on question 6.)

Specify whether any of the following terms are included in the diversity board’s/council’s purpose/mission document. Answer “yes” or “no” for each category below:

(How to answer: Only check “yes” for the specific term(s) explicitly referenced. Otherwise, answer “no.”)

6.a. Viewpoint diversity

6.b. Religious diversity

6.c. Freedom of religion or belief

6.d. One or more terms or phrases equivalent to any of the above

6.e. **If yes**, please specify any other terms equivalent to “viewpoint/religious diversity” or “freedom of religion or belief” that your diversity board or council includes in its mission/purpose statement.

(Questions 7.a and 7.b serve, together, as the seventh root question, and appear together in the online survey regardless of the respondent’s answers to previous questions. As such there is no single question 7, only questions 7.a – 7.b.)

7.a. In the last 12 months, the company has taken specific steps to enhance its external image as a respectful **workplace** for people who hold, diverse **religious** and **ideological** views.

(How to answer: This might include partnerships with faith-based organizations to recruit talent from different religious communities, a specific campaign emphasizing the company’s desire to attract employees who think differently about a myriad of issues (including religion and politics), etc. It might also include trainings and presentations on the dynamics of religious diversity in the workplace.)

7.b. **If yes**, please briefly describe one or more specific examples of how your company has taken specific steps to enhance its external image as a respectful workplace for people who hold diverse religious and ideological views in the last 12 months. Specify the dates/time period for each project/initiative/event.

8. Company provides employee training or resources related to diversity, equity, and inclusion (DE&I)?

(The following text and questions 8.a – 8.c and 8.e – 8.h only appear to the respondent if a “yes” response is given on question 8.)

Indicate the following about each training or resource. Answer “yes” or “no” for each subject area below:

Diversity Training Subject Matter and Requirements:

8.a. DE&I training includes specific guidelines/examples for how to respect and learn from different **religious viewpoints** in the workplace.

8.b. DE&I training includes specific guidelines/examples for how to respect and learn from different **ideological viewpoints** in the workplace.

8.c. DE&I training covers **one or more** of the following concepts: “privilege”, “unconscious/internal/implicit bias”, “intersectionality”, “white fragility”, “white complicity”, “antiracism”, “cisnormativity”, “heteronormativity”, “critical consciousness”, “power”, “oppression”, “systemic/institutional racism”, “cultural appropriation”, “hate speech”, “internalized dominance/oppression/racism”, “microaggressions”.

(How to answer: See [this guide](#) for divisive concepts to avoid. See also [BrighterSide HR’s](#) and [Unity Training Solutions’](#) alternative approaches to workforce training that emphasize respect and true diversity.)

(The following text and question 8.d only appears to the respondent if a “yes” response is given on question 8.c.)

8.d. List each concept from the below list included in your training and give quotes to provide context for how those concepts are used/explained to employees.

(How to answer: See [this guide](#) for divisive concepts to avoid. See also [BrighterSide HR’s](#) and [Unity Training Solutions’](#) alternative approaches to workforce training that emphasize respect and true diversity.)

Concepts Covered by DE&I Training:

“privilege”, “unconscious/internal/implicit bias”, “intersectionality”, “white fragility”, “white complicity”, “antiracism”, “cisnormativity”, “heteronormativity”, “critical consciousness”, “power”, “oppression”, “systemic/institutional racism”, “cultural appropriation”, “hate speech”, “internalized dominance/oppression/racism”, “microaggressions”.

8.e. DE&I books, materials, or other resources distributed to employees in the last 24 months.

8.f. **If yes**, please list the name (title) of each DE&I resource distributed to employees in the last 24 months and include the author name(s) if possible.

(How to answer: Answer should include any books, videos, manuals, or other DE&I resources.)

8.g. Company **contracted/consulted** with external individuals or organizations to create/conduct DE&I programming/training in the last 24 months.

8.h. **If yes**, please list the name of each person/organization that the company relied on for diversity-related content and/or training in the last 24 months.

(How to answer: Make sure to list any course, independent contractor, or diversity consultancy.)

9. Company officially recognizes one or more Employee Resource Groups (ERGs).

(Questions 9.a – 9.c, 9.e, 9.g, 9.i, 9.k, and 9.m only appear to the respondent if a “yes” response is given on question 9.)

9.a. Company has a clear policy and process for employees to form ERGs regardless of religious status.

9.b. Company displays **all** ERGs on its public website.

(How to answer: Answer “yes” only if every ERG the company recognizes is featured on its public website, regardless of religious status. Answer “no” if the company does not list any ERGs, or only lists some ERGs on its public website.)

9.c. Company recognizes one or more faith-based ERGs.

(How to answer: This might include an interfaith ERG or multiple ERGs representative of different faiths such as Christianity, Judaism, Islam, Hinduism, Buddhism, Sikhism, Mormonism, Jehovah’s Witness, etc.)

(The following text and questions 9.d – 9.g only appear to the respondent if a “yes” response is given on question 9.c.)

Please specify the following about faith-based ERGs. Answer “yes” or “no” for each category below:

9.d. Faith-based ERG is interfaith **ONLY** (not specific to different faiths).

9.e. Company currently permits/would permit the formation of other ERGs specific to different faiths.

(How to answer: This might include ERGs representative of different faiths such as Christianity, Judaism, Islam, Hinduism, Buddhism, Sikhism, Mormonism, Jehovah’s Witness, etc.)

9.f. **If yes**, please provide the **name(s)** of any **faith-based ERG(s)** as well as the name of each group’s **executive sponsor**.

9.g. Company ensures that faith-based ERGs have the same access to company resources and opportunities as non-religious ERGs.

(How to answer: This might include use of onsite facilities for meetings, prayer, worship, and/or devotionals; use of internal email or bulletins for communicating with members and informing other employees about activities; financial resources; community service opportunities; inclusion on the company's webpage; etc.)

(The following text and questions 9.h – 9.i only appear to the respondent if a “no” response is given on question 9.c.)

Please specify the following. Answer “yes” or “no” for each category below:

9.h. Company would recognize an interfaith ERG if requested by employees.

9.i. Company would recognize at least one faith-specific ERG if requested by employees.

10. Company has a written **religious accommodation policy** for its workforce.

(The following text and questions 10.a – 10.e only appear to the respondent if a “yes” response is given on question 10.)

Specify whether your company's religious accommodation policy includes each of the following. Answer “yes” or “no” for each category below:

(How to answer: View model policy.)

10.a. Stated commitment to religious diversity in the workplace.

10.b. Specifies definition of “undue hardship” when considering requests for religious accommodations.

10.c. Lists specific considerations in determining whether requests constitute an “undue hardship.”

10.d. Provides general types/examples of religious accommodations.

10.e. Specifies process for requesting religious accommodations.

(Questions 11.a – 11.c serve, together, as the eleventh root question, and appear together in the online survey regardless of the respondent's answers to previous questions. As such there is no single question 11, only questions 11.a – 11.c.)

Specify whether **mandatory new hire training** includes each of the following. Answer “yes” or “no” for each category below:

- 11.a. States that religious discrimination is prohibited.
- 11.b. Provides specific guidelines/examples for avoiding religious discrimination or harassment at work.
- 11.c. Covers the company’s religious accommodation policy and procedure(s).

(Questions 12.a – 12.c serve, together, as the twelfth root question, and appear together in the online survey regardless of the respondent’s answers to previous questions. As such there is no single question 12, only questions 12.a – 12.c.)

Specify whether **mandatory supervisor/manager training** includes each of the following. Answer “yes” or “no” for each category below:

- 12.a. States that religious discrimination is prohibited.
 - 12.b. Provides specific guidelines/examples for avoiding religious discrimination or harassment at work.
 - 12.c. Covers the company’s religious accommodation policy and procedure(s).
13. Company has an **employee-matching charitable contribution program**.

(The following text and questions 13.a – 13.j only appear to the respondent if a “yes” response is given on question 13.)

Indicate how the company administers its employee-matching gift program(s). Answer “yes” or “no” for each category below.

- 13.a. Company self-administers all aspects of its employee-matching gift program(s).
- 13.b. Company uses a third party to administer all or part of its **employee-matching gift** program(s).
- 13.c. **If yes**, please provide the name of the third party used to administer the company’s employee-matching gift programs.
- 13.d. Company or third-party administrator **consults/refers** to the **Southern Poverty Law Center** in determining which nonprofits are eligible to participate in **employee-matching gift program(s)**.

13.e. Any non-discrimination policy applied to participating nonprofits specifies that religious organizations are permitted to make hiring/employment decisions consistent with their religious mission/values **and/or** that doing so it **not** “discrimination” within the meaning of the policy.

*(How to answer: If the company requires nonprofits to adopt or affirm a non-discrimination policy as a condition of participating in a charitable giving program, answer “no” **unless** it’s clear that religious nonprofits are explicitly exempt from non-discrimination requirements that could prevent a faith-based nonprofit from making hiring or employment decisions consistent with their moral values (e.g., deciding to only hire/employ people who share the organization’s beliefs about marriage, sexuality, and family). Answer “not applicable” if the company **does not** require participating nonprofits to adopt or affirm a non-discrimination policy or statement.)*

13.f. **If yes**, please provide the exact language used in your company’s non-discrimination policies with respect to the freedom of faith-based nonprofits to make hiring and employment decisions in accordance with their religious missions/values.

Indicate whether the company or a third-party administrator denies donations to certain nonprofits based on any of the following factors:

*(How to answer: Answer “yes” if the company would bar participation based on that factor, and “no” if the company would **not** bar participation based on that factor. Thoroughly review all internal policies and guidelines your company uses to determine which nonprofits could be barred from participating in your employee-matching contribution program(s). This includes external policies or eligibility criteria established by third-party administrators.)*

13.g. Religious status

(How to answer: Answer “yes” if the company would deny participation to an organization that has a religious mission/purpose (e.g., a church or a faith-based community charity).)

13.h. Use of funds for “religious purposes”

(How to answer: Answer “yes” if the company would bar employees from donating to a religious charity or nonprofit simply for using funds in a manner that in some way advances its religious purpose or mission as an organization (e.g., a church ministry that incorporates religious services or teaching into assistance programs for homeless or otherwise disadvantaged individuals).)

13.i. Making employment decisions consistent with nonprofits’ religious mission(s)/values

(How to answer: E.g., deciding to only hire/employ people who share the organization’s beliefs about marriage, sexuality, and family.)

13.j. Nonprofits' religion-based advocacy on matters of public concern (e.g., social issues like abortion, marriage, sexuality, and family)

(How to answer: Answer "yes" if the company would bar faith-based nonprofits from participating because they engage in advocacy on issues of public concern consistent with their religious mission(s)/values.)

III. Public Square Policies/Practices

(Questions 14.a – 14.b serve, together, as the fourteenth root question, and appear together in the online survey regardless of the respondent's answers to previous questions. As such there is no single question 14, only questions 14.a – 14.b.)

14.a. Company publicly commits to never support government action(s) (e.g., court cases, legislation, or regulation) or other causes that would undermine stakeholders' free speech and religious freedom.

(How to answer: See [model policy](#).)

14.b. **If yes**, please provide an active URL to your commitment to respect stakeholders' free speech and religious freedom.

(Questions 15.a – 15.b serve, together, as the fifteenth root question, and appear together in the online survey regardless of the respondent's answers to previous questions. As such there is no single question 15, only questions 15.a – 15.b.)

15.a. In the last 12 months, the company engaged in direct advocacy, or supported efforts, projects, or organizations that have as their primary mission the defense of free speech and/or freedom of religion or belief (FoRB).

(How to answer: This might include campaigns, initiatives, projects, research, sponsorships, donations to nonprofits committed to defending free speech and religious liberty, political/legal engagement, and/or opposition to government action(s) that could harm free speech/religious freedom.)

15.b. **If yes**, please briefly describe one or more specific examples of how your company engaged in direct advocacy, or supported efforts, projects, or organizations that advocated/promoted free speech and/or religious freedom over the last 12 months. Specify the dates/time period for each project/initiative/event. (If support was in the form of a donation, please specify the beneficiary organization, the amount contributed, and the date of the contribution).

16. Company makes **charitable contributions** or **offers nonprofit pricing** options for certain goods and services (excluding employee-matching gift contributions).

(The following text and questions 16.a – 16.q only appear to the respondent if a "yes" response is given on question 16.)

Indicate how the company administers its charitable contributions/nonprofit pricing program(s). Answer "yes" or "no" for each category below:

16.a. Company self-administers all aspects of its charitable contributions/nonprofit pricing program(s).

16.b. Company uses a **third-party administrator** (e.g., TechSoup) for all or part of its **charitable contributions and nonprofit pricing program(s)**.

16.c. **If yes**, please provide the name of the third party used to administer the company's charitable contributions/nonprofit pricing program(s).

16.d. Company or third-party administrator consults/refers to the **Southern Poverty Law Center** in determining which nonprofits are eligible to participate in **charitable contributions/nonprofit pricing program(s)**.

16.e. Any non-discrimination policy applied to participating nonprofits specified that religious organizations are permitted to make hiring/employment decisions consistent with their religious mission/values **and/or** that doing so is **not** "discrimination" within the meaning of the policy.

*(How to answer: If the company requires nonprofits to adopt or affirm a nondiscrimination policy as a condition of participating in a charitable giving program, answer "no" unless it's clear that religious nonprofits are explicitly exempt from non-discrimination requirements that could prevent a faith-based nonprofit from making hiring or employment decisions consistent with their moral values (e.g., deciding to only hire/employ people who share the organization's beliefs about marriage, sexuality, and family). Answer "not applicable" if the company **does not** require participating nonprofits to adopt or affirm a non-discrimination policy or statement.)*

16.f. **If yes**, please provide the exact language used in your company's non-discrimination policies with respect to the freedom of faith-based nonprofits to make hiring and employment decisions in accordance with their religious mission(s)/values.

Indicate whether the company or a third-party administrator denies donations to certain nonprofits based on any of the following factors:

*(How to answer: Answer "yes" if the company would bar participation based on that factor, and "no" if the company would **not** bar participation based on that factor. Thoroughly review all external and internal policies and guidelines your company uses to determine which nonprofits could be barred from participating in your charitable contributions/nonprofit pricing program(s). This includes policies or eligibility criteria established by third-party administrators (e.g., TechSoup).)*

16.g. Religious status

(How to answer: Answer "yes" if the company would deny participation to an organization that has a religious mission/purpose (e.g., a church or a faith-based community charity).)

16.h. Use of funds for “religious purposes”

(How to answer: Answer “yes” if the company would bar donations to a religious charity or nonprofit simply for using funds in a manner that in some way advances its religious purpose or mission as an organization (e.g., a church ministry that incorporates religious services or teaching into assistance programs for homeless or otherwise disadvantaged individuals).)

16.i. Making employment decisions consistent with nonprofits’ religious mission(s)/values.

(How to answer: E.g., deciding to only hire/employ people who share the organization’s beliefs about marriage, sexuality, and family.)

16.j. Nonprofit’s religion-based advocacy on matters of public concern (e.g., social issues like abortion, marriage, sexuality, and family).

(How to answer: Answer “yes” if the company would bar faith-based nonprofits from participating because they engage in advocacy on issues of public concern consistent with their religious mission(s)/values.)

Specify whether the company provided charitable contributions or support between **2018** and **2022** to each of the following nonprofits (excluding employee-matching gifts). Answer “yes” or “no” for each organization listed below:

16.k. Southern Poverty Law Center

16.l. Amalgamated Foundation

16.m. Center for American Progress

16.n. Color of Change

16.o. Free Press

16.p. National Hispanic Media Coalition

16.q. Human Rights Campaign

16.r. Lawyers Committee for Civil Rights Under Law

