

Business Coalition for the Equality Act



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The overwhelming majority of America's leading businesses have already started addressing workplace fairness for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. But we still need a federal standard that treats all employees the same.

The Business Coalition for the Equality Act is a group of leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. Launched in March 2016, the 366 member companies of HRC's Business Coalition for the Equality Act have operations in all 50 states, headquarters spanning 33 states and a combined \$6 trillion in revenue, and employ over 13.1 million people in the United States.

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBTQ employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination for LGBTQ people in housing, credit, and jury service. The bill would also prohibit discrimination in public spaces and services, and federal funding on the basis of sex, sexual orientation, and gender identity.

- [The Equality Act](#)
- [Members of the Business Coalition for the Equality Act](#)
- [Join the Business Coalition for the Equality Act \[pdf\]](#)
- [Statements from Coalition Members](#)
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Leading employers that support the passage of the Equality Act:

- 3M Company, Saint Paul, MN
- A.T. Kearney Inc., Chicago, IL
- ABB Inc., Cary, NC
- Abercrombie & Fitch Co., New Albany, OH
- Accenture, New York, NY
- Adobe Inc., San Jose, CA
- ADP, Roseland, NJ
- Advance Auto Parts (Advance Holding), Raleigh, NC
- Advanced Micro Devices Inc., Sunnyvale, CA
- Airbnb Inc., San Francisco, CA
- Airbus, Herndon, VA
- Alaska Airlines, Seattle, WA
- Albertsons Companies, Boise, ID

- Alcoa Corp., Pittsburgh, PA
- AlixPartners LLP, New York, NY
- Alliance Data Systems Corporation, Columbus, OH
- Ally Financial Inc., Detroit, MI
- Altice USA Inc., Long Island City, NY
- Altria Group Inc., Richmond, VA
- Amalgamated Bank, New York, NY
- Amazon.com Inc., Seattle, WA
- American Airlines, Fort Worth, TX
- American Eagle Outfitters Inc., Pittsburgh, PA
- American Express Company, New York, NY
- American Express Global Business Travel, New York, NY
- American Honda Motor Co., Inc., Torrance, CA
- Ameriprise Financial, Inc., Minneapolis, MN
- AMN Healthcare, San Diego, CA
- Apple Inc., Cupertino, CA
- Applied Materials Inc., Santa Clara, CA
- Arconic, New York, NY
- Asana, San Francisco, CA
- Ascena Retail Group Inc., Mahwah, NJ
- Aspen Skiing Company LLC Aspen, CO
- Asurion LLC, Nashville, TN
- AT&T Inc., Dallas, TX
- Atlassian, San Francisco, CA

- Autodesk Inc., San Rafael, CA
- Avnet, Inc., Phoenix, AZ
- AXA Equitable Life Insurance Company, New York, NY
- Bain & Co. Inc./ Bridgespan Group, Boston, MA
- Bank of America Corp., Charlotte, NC
- BASF Corp., Florham Park, NJ
- Bayer U.S. LLC, Whippany, NJ
- BBVA USA, Birmingham, AL
- BCW (Burson Cohn & Wolfe), New York, NY
- BD (Becton, Dickinson and Co.), Franklin Lakes, NJ
- Best Buy Co. Inc., Richfield, MN
- Biogen, Cambridge, MA
- BioMarin Pharmaceutical Inc., San Rafael, CA
- Bird Rides Inc., Santa Monica, CA
- Boehringer Ingelheim USA Corp., Ridgefield, CT
- Booz Allen Hamilton Inc., McLean, VA
- Boston Celtics, Boston, MA
- Boston Scientific Corp., Marlborough, MA
- Box Inc., Redwood City, CA
- BNP Paribas, New York, NY
- Bridgestone Americas Holding Inc., Nashville, TN
- Bright Horizons, Watertown, MA
- Bristol-Myers Squibb Co., New York, NY
- Broadridge Financial Solutions Inc., Lake Success, NY

- Brown-Forman Corp., Louisville, KY
- Brown Rudnick LLP, Boston, MA
- Buckley LLP, Washington, D.C.
- Caesars Entertainment Corp., Las Vegas, NV
- California Water Service Group, San Jose, CA
- Capgemini Americas, Inc., New York, NY
- Capital Markets Company, The, New York, NY
- Capital One Financial Corp., McLean, VA
- Cardinal Health Inc., Dublin, OH
- Cargill Inc., Wayzata, MN
- Carlyle Group, LP, The, Washington, DC
- Cengage Learning Inc., Boston, MA
- Chevron Corp., San Ramon, CA
- Chobani, Norwich, NY
- Choice Hotels International Inc., Rockville, MD
- Chubb, Philadelphia, PA
- Cisco Systems Inc., San Jose, CA
- Citigroup Inc., New York, NY
- Citrix Systems Inc., Fort Lauderdale, FL
- CME Group Inc., Chicago, IL
- CNA Financial Corporation, Chicago, IL
- Coca-Cola Co., The, Atlanta, GA
- Compass Bancshares Inc. (BBVA Compass), Birmingham, AL
- Compass, New York, NY

- Constellations Brands Inc., New York, NY
- Converse Inc., Boston, MA
- Corning Inc., Corning, NY
- Corteva Agriscience, Wilmington DE
- Coty Inc., New York, NY
- Cox Enterprises Inc., Atlanta, GA
- Credit Suisse USA Inc., New York, NY
- CSAA Insurance Group, Walnut Creek, CA
- Cummins Inc., Columbus, IN
- CVS Health Corp., Woonsocket, RI
- Daniel J. Edelman Holdings, Inc., New York, NY
- Danone North America LLC, White Plains, NY
- Darden Restaurants Inc., Orlando, FL
- Day Pitney LLP, Parsippany, NJ
- Debevoise & Plimpton LLP, New York, NY
- Dell Technologies Inc., Round Rock, TX
- Deloitte LLP, New York, NY
- Delta Air Lines Inc., Atlanta, GA
- Depository Trust & Clearing Corp., The, New York, NY
- Deutsche Bank, New York, NY
- Diageo North America, Norwalk, CT
- Domino's Pizza, Ann Arbor, MI
- DoorDash, Inc., San Francisco, CA
- Dow Chemical Co. The, Midland, MI

- Dropbox Inc., San Francisco, CA
- E. I. du Pont de Nemours and Co. (DuPont), Wilmington, DE
- Eastern Bank Corp., Boston, MA
- Eaton Corp., Cleveland, OH
- eBay Inc., San Jose, CA
- Ecolab Inc., St. Paul, MN
- Edison International, Rosemead, CA
- Eli Lilly and Company, Indianapolis, IN
- EMD Serono, MilliporeSigma, and EMD Performance Materials, Burlington, MA
- Emerson Electric Co., St. Louis, MO
- Empower Retirement, Greenwood Village, CO
- Ericsson Inc, Plano, TX
- Ernst & Young LLP, New York, NY
- Estée Lauder Companies Inc., The, New York, NY
- E*TRADE Financial Corp., New York, NY
- Evolent Health Inc., Arlington, VA
- Exelon Corp Chicago, IL
- Expedia Group, Bellevue, WA
- Facebook Inc., Menlo Park, CA
- FactSet Research Systems Inc., Norwalk, CT
- First Data Corp., Atlanta, GA
- Food Lion, Salisbury, NC
- Fossil Group Inc., Richardson, TX
- Fiserv Inc., Brookfield, WI

- Gap Inc., San Francisco, CA
- General Electric Co., Boston, MA
- General Mills Inc., Minneapolis, MN
- General Motors Co., Detroit, MI
- GIANT Food Stores LLC, Carlisle, PA
- Giant of Maryland LLC, Landover, MD
- Gilead Sciences Inc., Foster City, CA
- Glassdoor Inc., Mill Valley, CA
- GlaxoSmithKline, Research Triangle Park, NC
- GoDaddy Inc., Scottsdale, AZ
- Goldman Sachs & Co. LLC, New York, NY
- Google Inc., Mountain View, CA
- Grant Thornton LLP, Chicago, IL
- Great River Energy, Maple Grove, MN
- Guardian Life Insurance Co. of America, The, New York, NY
- Guidehouse Inc., Chicago, IL
- Gusto, San Francisco, CA
- Halstead Real Estate, New York, NY
- Hannaford Supermarkets, Scarborough, ME
- HERE North America LLC Chicago, IL
- Hershey Co., The, Hershey, PA
- Hess Corp., New York, NY
- Hewlett Packard Enterprises, Palo Alto, CA
- Hilton Inc., McLean, VA

- Hiscox USA, New York, NY
- Hogan Lovells US LLP, Washington, DC
- Holland & Knight LLP, Miami, FL
- Host Hotels & Resorts Inc., Bethesda, MD
- HP Inc., Palo Alto, CA
- HSF Affiliates LLC, Irvine, CA
- HSN Inc., Saint Petersburg, FL
- Hughes Hubbard & Reed LLP New York, NY
- Hyatt Hotels Corp., Chicago, IL
- IBM Corp., Armonk, NY
- IDEX Corp., Lake Forest, IL
- IHG Hotels & Resorts, Atlanta, GA
- IHS Markit Ltd., New York, NY
- IKEA Holding US Inc., Conshohocken, PA
- Impossible Foods, Redwood City, CA
- Information Resources Inc., Chicago, IL
- Ingersoll-Rand Company, Davidson, NC
- Ingram Micro, Irvine, CA
- Insight Enterprises Inc., Tempe, AZ
- Intel Corp., Santa Clara, CA
- International Flavors & Fragrances Inc., New York, NY
- Iron Mountain Inc., Boston, MA
- Jacobs Engineering Group, Inc., Dallas, TX
- Jenner & Block LLP, Chicago, IL

- John Hancock Financial Services Inc., Boston, MA
- Johnson & Johnson, New Brunswick, NJ
- Johnson Controls Inc., Milwaukee, WI
- Jones Lang LaSalle (JLL), Chicago, IL
- JP Morgan Chase & Co., New York, NY
- JSX, Dallas, TX
- Juniper Networks Inc., Sunnyvale, CA
- Kabbage Inc., Atlanta, GA
- Kaiser Permanente, Oakland, CA
- Keep Truckin, Inc., San Francisco, CA
- Keller Williams Realty Inc., Austin, TX
- Kellogg Co., Battle Creek, MI
- Kenneth Cole Productions, New York, NY
- KeyCorp, Cleveland, OH
- KIND LLC, New York, NY
- Knot Worldwide, The, Chevy Chase, MD
- KPMG LLP, New York, NY
- Lendlease Americas Inc., New York, NY
- Levi Strauss & Co., San Francisco, CA
- Linden Research Inc., San Francisco, CA
- Lord, Abbett & Co. LLC, Jersey City, NJ
- Lowenstein Sandler LLP, New York, NY
- Lush Fresh Handmade Cosmetics, Wilmington, NC
- Lyft Inc., San Francisco, CA

- Macy's Inc., Cincinnati, OH
- Mallinckrodt LLC, Hazelwood, MO
- ManpowerGroup, Milwaukee, WI
- Marriott International Inc., Bethesda, MD
- Mars Inc., McLean, VA
- Marsh & McLennan Companies Inc., New York, NY
- Massachusetts Mutual Life Insurance Co., Springfield, MA
- MasterCard, Purchase, NY
- Mattel Inc., El Segundo, CA
- McAfee LLC, Santa Clara, CA
- McCormick & Company Inc., Hunt Valley, MD
- McKesson Corporation, Las Colinas, TX
- McKinsey & Company, New York, NY
- McKinstry Co. LLC, Seattle, WA
- Medtronic PLC, Minneapolis, MN
- Merck, Kenilworth, NJ
- Meredith Corp., Des Moines, IA
- MGM Resorts International, Las Vegas, NV
- Micron Technology Inc., Boise, ID
- Microsoft Corp., Redmond, WA
- Mitchell Gold + Bob Williams, Taylorsville, NC
- Mondelez International Inc., Deerfield, IL
- Moody's Corp., New York, NY
- Molson Coors LLC, Chicago, IL

- Morgan, Lewis & Bockius LLP, Philadelphia, PA
- Morgan Stanley, New York, NY
- Morningstar Inc., Chicago, IL
- Morris, Manning & Martin LLP, Atlanta, GA
- Nasdaq Inc., New York, NY
- National Grid USA, Waltham, MA
- Nationwide, Columbus, OH
- Navient, Wilmington, DE
- Nestlé, Arlington, VA
- Netflix Inc., Los Gatos, CA
- New Belgium Brewing Company, Fort Collins, CO
- Nielsen, New York, NY
- Nike Inc., Beaverton, OR
- Nordstrom Inc., Seattle, WA
- Norfolk Southern Corporation, Norfolk, VA
- NortonLifeLock, Mountain View, CA
- Northrop Grumman Corp., Falls Church, VA
- Nuance Communications- Burlington, MA
- Ocean Spray Cranberries Inc, Lakeville-Middleboro, MA
- Office Depot Inc., Boca Raton, FL
- Oracle Corp., Redwood City, CA
- Owens Corning, Toledo, OH
- Palo Alto Networks, Santa Clara, CA
- Pariveda Solutions Inc., Dallas, TX

- Patagonia Inc., Ventura, CA
- Patreon Inc., San Francisco, CA
- Paul Hastings LLP, Los Angeles, CA
- PayPal Holdings Inc., San Jose, CA
- Peloton Interactive, Inc., New York, NY
- PepsiCo Inc., Purchase, NY
- PetSmart Inc., Phoenix, AZ
- Pfizer Inc., New York, NY
- PG&E Corp., San Francisco, CA
- Philip Morris International, New York, NY
- Pinterest Inc., San Francisco, CA
- Pioneer Natural Resources, Irving, TX
- PNC Financial Services Group Inc., Pittsburgh, PA
- Polsinelli PC, Kansas City, MO
- Porter Wright Morris & Arthur LLP, Columbus, OH
- Power Home Remodeling Group LLC, Chester, PA
- PricewaterhouseCoopers LLP, New York, NY
- Principal Financial Group, Des Moines, IA
- Procter & Gamble Co., Cincinnati, OH
- Pure Storage Inc., Mountain View, CA
- PVH Corp., New York, NY
- QUALCOMM Inc., San Diego, CA
- QIAGEN, Germantown, MD
- RAPP Worldwide, New York, NY

- Realogy Holdings Corp., Madison, NJ
- Red Hat Inc., Raleigh, NC
- Redfin Corp., Seattle, WA
- RE/MAX LLC, Denver, CO
- Replacements Ltd., McLeansville, NC
- Rockwell Automation Inc., Milwaukee, WI
- Royal Bank of Canada, New York, NY
- S&P Global Inc., New York, NY
- Salesforce, San Francisco, CA
- SAP America Inc., Newtown Square, PA
- Saul Ewing Arnstein & Lehr LLP, Philadelphia, PA
- Seagate Technology plc, Cupertino, CA
- ServiceSource International, Inc., Denver, CO
- Sheppard, Mullin, Richter, & Hampton LLP, Los Angeles, CA
- Shire PLC, Lexington, MA
- Shook, Hardy & Bacon LLP, Kansas City, MO
- Shutterstock, New York, NY
- Siemens Corp., Washington, DC
- Sodexo Inc., Gaithersburg, MD
- Sony Corporation of America, New York, NY
- Sony Electronics Inc., San Diego, CA
- Sony Music Group, New York, NY
- Southwest Airlines Co., Dallas, TX
- Splunk Inc., San Francisco, CA

- Spotify USA Inc., New York, NY
- Square Inc., San Francisco, CA
- Standard Chartered Bank, New York, NY
- Stanley Black & Decker Inc., New Britain, CT
- Starbucks Corp., Seattle, WA
- Steelcase Inc., Grand Rapids, MI
- SUEZ Water Technologies and Solutions, Trevose, PA
- Sun Life U.S., Wellesley Hills, MA
- Sunrun Inc., San Francisco, CA
- SurveyMonkey Inc., San Mateo, CA
- Synchrony, Stamford, CT
- Sysco, Houston, TX
- T-Mobile USA Inc., Bellevue, WA
- Takeda Pharmaceuticals USA Inc., Deerfield, IL
- Target Corp., Minneapolis, MN
- Tech Data Corp., Clearwater, FL
- TEGNA Inc., McLean, VA
- Tesla Inc., Palo Alto, CA
- Teva Pharmaceuticals, North Wales, PA
- Texas Instruments, Dallas, TX
- TD Ameritrade, Omaha, NE
- TD Bank, N.A., Cherry Hill, NJ
- Thermo Fisher Scientific, Waltham, MA
- TIAA, New York, NY

- Toyota Motor North America Inc., Plano, TX
- TPG Global LLC, Fort Worth, TX
- TransUnion, Chicago, IL
- TripAdvisor Inc., Needham, MA
- Truist Financial Corporation, Charlotte, NC
- Turner Construction Co., New York, NY
- Twitter Inc., San Francisco, CA
- U.S. Bancorp, Minneapolis, MN
- Uber Technologies Inc., San Francisco, CA
- UKG (Ultimate Kronos Group), Weston, FL
- Under Armour Inc., Baltimore, MD
- Union Pacific Railroad, Omaha, NE
- Unilever, Englewood Cliffs, NJ
- United Airlines, Chicago, IL
- United Parcel Service Inc., Atlanta, GA
- Univar Solutions, Inc., Downers Grove, IL
- Universal Music Group, Santa Monica, CA
- Univision Communications Inc., New York, NY
- Vanguard Group Inc., Malvern, PA
- Verizon Communications Inc., New York, NY
- Viiv Healthcare, Research Triangle Park, NC
- Visa, Foster City, CA
- VMware Inc., Palo Alto, CA
- Warby Parker, New York, NY

- Warner Music Group, New York, NY
- WE Communications, Bellevue, WA
- Wellmark Blue Cross Blue Shield, Des Moines, IA
- Wells Fargo & Co., San Francisco, CA
- Western Digital, San Jose, CA
- WestRock, Atlanta, GA
- Whirlpool Corp. Benton Harbor, MI
- Williams-Sonoma Inc., San Francisco, CA
- Workday Inc., Pleasanton, CA
- Wyndham Hotels & Resorts Inc., Parsippany, NJ
- Xcel Energy Inc., Minneapolis, MN
- Xerox Corp., Norwalk, CT
- Xperi, San Jose, CA
- Xylem Inc., Rye Brook, NY
- Yelp Inc., San Francisco, CA
- Yext Inc., New York, NY
- Zillow Group, Seattle, WA
- Zimmer Biomet Holdings Inc., Warsaw, IN

Corporate statements upon introduction of the Equality Act in July 2015:

STATEMENT BY AMERICAN AIRLINES – “We at American Airlines are proud of our long history of supporting LGBT equality. Now is the time for full equality for the LGBT community in the United States. Ensuring fairness in our workplaces and communities is both the right thing to do and simply good business.”

STATEMENT BY APPLE – “At Apple we believe in equal treatment for everyone, regardless of where they come from, what they look like, how they worship or

who they love. We fully support the expansion of legal protections as a matter of basic human dignity.”

STATEMENT BY THE DOW CHEMICAL COMPANY – “Dow applauds the introduction of the Equality Act and continues to support a comprehensive federal framework that ensures fairness and opportunity for everyone. Full inclusion of our LGBT colleagues and citizens is quite simply the right thing to do – for business and for society.”

STATEMENT BY FACEBOOK – “We are open and vocal supporters of equality. Ensuring fairness in the workplace is a fundamental principle at Facebook and we support legal protections for LGBT Americans as outlined in the Equality Act.”

STATEMENT BY GENERAL MILLS – “At General Mills we have a long history of supporting LGBT equality and the time has come in this country for full, federal equality for the LGBT community. Ensuring fairness in our workplaces and communities is both the right thing to do and simply good business.”

STATEMENT BY GOOGLE – Diverse perspectives, ideas, and cultures lead to the creation of better products and services and ideas. And it’s the right thing to do. That’s why we support protections for LGBT individuals as outlined in the Equality Act.”

STATEMENT BY LEVI STRAUSS & CO. – “Levi Strauss & Co. is proud to support the Equality Act. We have a long history of supporting LGBT equality, and the time has come in this country for full, federal equality for the LGBT community. Ensuring fairness in our workplaces and communities is both the right thing to do and simply good business.”

STATEMENT BY NIKE – “At NIKE, we are committed to diversity and inclusion, and we strive to treat our employees equally. We believe that diversity drives innovation and allows us to attract and retain world class talent. We need fair and equitable laws that prevent discrimination, and NIKE supports the Equality Act introduced by Senator Merkley and his colleagues in Congress. This is another important step in the fight for equality.”