

# Business Coalition for the Equality Act

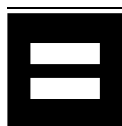
The overwhelming majority of America's leading businesses have already started addressing workplace fairness for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. But we still need a federal standard that treats all employees the same.

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.

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, education, credit, and jury service. The bill would also prohibit discrimination in public accommodations and federal funding on the basis of sex, sexual orientation and gender identity.

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**A.T. Kearney Inc.** Chicago, IL  
**Abercrombie & Fitch Co.** New Albany, OH  
**Accenture** New York, NY  
**Adobe Systems Inc.** San Jose, CA  
**ADP** Roseland, NJ  
**Advanced Micro Devices Inc.** Sunnyvale, CA  
**Airbnb Inc.** San Francisco, CA  
**Alaska Airlines** Seattle, WA  
**Alcoa Inc.** New York, NY  
**Ally Financial** Detroit, MI  
**Amazon.com Inc.** Seattle, WA  
**American Airlines** Fort Worth, TX  
**American Eagle Outfitters** Pittsburgh, PA  
**American Express Global Business Travel** New York, NY  
**Apple Inc.** Cupertino, CA  
**Arconic** New York, NY  
**Ascena Retail Group Inc.** Mahwah, NJ  
**Apsen Skiing Company LLC.** Aspen, CO  
**AT&T Inc.** Dallas, TX  
**Atlassian** San Francisco, CA  
**BBVA Compass** Birmingham, AL  
**Bain & Co. Inc.** Boston, MA  
**Bank of America** Charlotte, NC  
**Bayer U.S. LLC** Whippany, NJ  
**Best Buy Co. Inc.** Richfield, MN  
**Biogen** Cambridge, MA  
**Boehringer Ingelheim USA Corp.** Ridgefield, CT  
**Booz Allen Hamilton Inc.** McLean, VA  
**Boston Scientific Corp.** Marlborough, MA  
**Box Inc.** Redwood City, CA  
**Bristol-Myers Squibb Co.** New York, NY  
**Broadridge Financial Solutions Inc.** Lake Success, NY  
**Brown-Forman Corp.** Louisville, KY  
**Caesars Entertainment Corp.** Las Vegas, NV  
**Capital One Financial Corp.** McLean, VA  
**Cardinal Health Inc.** Dublin, OH  
**Cargill Inc.** Wayzata, MN  
**Chevron Corp.** San Ramon, CA  
**Chobani** Norwich, NY  
**Choice Hotels International Inc.** Rockville, MD  
**Cisco Systems Inc.** San Jose, CA  
**Citigroup Inc.** New York, NY  
**The Coca-Cola Co.** Atlanta, GA  
**Corning Inc.** Corning, NY  
**Cox Enterprises Inc.** Atlanta, GA  
**CSAA insurance Group** Walnut Creek, CA  
**Cummins Inc.** Columbus, IN  
**CVS Health Corp.** Woonsocket, RI  
**Danone North America LLC** White Plains, NY  
**Darden Restaurants Inc.** Orlando, FL  
**Deloitte** New York, NY  
**Dell Technologies Inc.** Round Rock, TX  
**Diageo North America** Norwalk, CT  
**Dropbox Inc.** San Francisco, CA  
**The Dow Chemical Co.** Midland, MI  
**E. I. du Pont de Nemours and Co. (DuPont)** Wilmington, DE  
**Eastern Bank Corp.** Boston, MA  
**eBay Inc.** San Jose, CA  
**Ernst & Young LLP** New York, NY  
**The Estée Lauder Companies Inc.** New York, NY  
**Evolent Health Inc.** Arlington, VA  
**Exelon Corp.** Chicago, IL  
**Expedia Group** Bellevue, WA  
**Facebook Inc.** Menlo Park, CA  
**Food Lion** Salisbury, NC  
**Gap Inc.** San Francisco, CA  
**General Electric Co.** Boston, MA  
**General Mills Inc.** Minneapolis, MN  
**General Motors Co.** Detroit, MI  
**Glassdoor Inc.** Mill Valley, CA  
**Google Inc.** Mountain View, CA  
**The Guardian Life Insurance Co. of America** New York, NY  
**Gusto** San Francisco, CA  
**HERE North America LLC** Chicago, IL  
**The Hershey Company** Hershey, PA  
**Hewlett Packard Enterprises** Palo Alto, CA  
**Hilton Inc.** McLean, VA  
**HP Inc.** Palo Alto, CA  
**HSN Inc.** Saint Petersburg, FL  
**Hughes Hubbard & Reed LLP** New York, NY



**Hyatt Hotels Corp.** Chicago, IL  
**IBM Corp.** Armonk, NY  
**IHS Markit Ltd.** New York, NY  
**IKEA Holding US Inc.** Conshohocken, PA  
**Insight Enterprises** Tempe, AZ  
**Intel Corp.** Santa Clara, CA  
**InterContinental Hotels Group Americas** Atlanta, GA  
**Iron Mountain, Inc.** Boston, MA  
**John Hancock Financial Services Inc.** Boston, MA  
**Johnson & Johnson** New Brunswick, NJ  
**JP Morgan Chase & Co.** New York, NY  
**Juniper Networks Inc.** Sunnyvale, CA  
**Kaiser Permanente** Oakland, CA  
**Kellogg Co.** Battle Creek, MI  
**Kenneth Cole Productions** New York, NY  
**KPMG LLP** New York, NY  
**Lendlease Americas Inc.** New York, NY  
**Levi Strauss & Co.** San Francisco, CA  
**Linden Research Inc.** San Francisco, CA  
**Lush Fresh Handmade Cosmetics** Wilmington, NC  
**Lyft Inc.** San Francisco, CA  
**Macy's, Inc.** Cincinnati, OH  
**Marriott International Inc.** Bethesda, MD  
**MassMutual** Springfield, MA  
**MasterCard Inc.** Purchase, NY  
**Medtronic PLC** Minneapolis, MN  
**Merck** Kenilworth, NJ  
**Meredith Corp.** Des Moines, IA  
**MGM Resorts International** Las Vegas, NV  
**Microsoft Corp.** Redmond, WA  
**Mitchell Gold + Bob Williams** Taylorsville, NC  
**Moody's Corp.** New York, NY  
**Nationwide** Columbus, OH  
**Navient** Wilmington, DE  
**Navigant Consulting Inc.** Chicago, IL  
**Netflix Inc.** Los Gatos, CA  
**Nike Inc.** Beaverton, OR  
**Northrop Grumman Corp.** Falls Church, VA  
**Nuance Communications** Burlington, MA  
**Office Depot Inc.** Boca Raton, FL  
**Oracle Corp.** Redwood City, CA  
**Patreon Inc.** San Francisco, CA  
**Paul Hastings LLP** Los Angeles, CA  
**PepsiCo Inc.** Purchase, NY  
**Pfizer Inc.** New York, NY  
**Pinterest** San Francisco, CA  
**PNC Bank** Pittsburgh, PA  
**PricewaterhouseCoopers LLP** New York, NY  
**Procter & Gamble Co.** Cincinnati, OH  
**Pure Storage Inc.** Mountain View, CA  
**Qualcomm Inc.** San Diego, CA  
**Realogy Holdings Corp.** Madison, NJ  
**Replacements Ltd.** McLeansville, NC  
**S&P Global Inc.** New York, NY  
**Salesforce** San Francisco, CA  
**SAP America Inc.** Newtown Square, PA  
**Shire PLC** Lexington, MA  
**Shook, Hardy & Bacon LLP** Kansas City, MO  
**Shutterstock** New York, NY  
**Siemens Industry Inc.** Washington, DC  
**Sodexo Inc.** Gaithersburg, MD  
**Spotify USA Inc.** New York, NY  
**Square Inc.** San Francisco, CA  
**Symantec Corp.** Mountain View, CA  
**Synchrony Financial** Stamford, CT  
**T-Mobile USA Inc.** Bellevue, WA  
**Takeda Pharmaceuticals USA Inc.** Deerfield, IL  
**Target Corp.** Minneapolis, MN  
**Tech Data Corp.** Clearwater, FL  
**TIAA** New York, NY  
**TPG Global LLC** Fort Worth, TX  
**TransUnion** Chicago, IL  
**Turner Construction Co.** New York, NY  
**Twitter Inc.** San Francisco, CA  
**U.S. Bancorp** Minneapolis, MN  
**Uber Technologies Inc.** San Francisco, CA  
**Ultimate Software Group Inc.** Weston, FL  
**Under Armour Inc.** Baltimore, MD  
**Unilever** Englewood Cliffs, NJ  
**Univision Communications Inc.** Phoenix, AZ  
**Visa** Foster City, CA  
**Warby Parker** New York, NY  
**Wells Fargo & Co.** San Francisco, CA  
**WeddingWire Inc.** Chevy Chase, MD  
**Whirlpool Corp.** Benton Harbor, MI  
**Williams-Sonoma Inc.** San Francisco, CA  
**Workday Inc.** Pleasanton, CA  
**Xerox Corp.** Norwalk, CT  
**Yelp Inc.** San Francisco, CA  
**Zillow Group** Seattle, WA

