

## 2026 CEI Rating Criteria

<b>Criteria 1. Workforce Protections</b>	<b>5 Points Total</b>
<b>1. Employment Non-Discrimination</b> <ul style="list-style-type: none"> <li>• Businesses’ employment non-discrimination policy must include the terms “sexual orientation” and “gender identity or expression” (or “gender identity”) for all operations</li> </ul>	<b>Full Credit:</b> 5 points  <b>No partial credit offered</b>
<b>Criteria 2. Inclusive Benefits</b>	<b>50 Points Total</b>
<p>To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available.</p>	
<b>2a. Domestic Partner Benefits</b> Businesses must have equivalency in same- and different-sex domestic partner benefits <ul style="list-style-type: none"> <li>• Medical Benefits provided for spouses and partners must include: <ul style="list-style-type: none"> <li>○ Health/Medical, Dental, Vision, Dependent Coverage and COBRA benefits</li> </ul> </li> <li>• Soft Benefits (if offered) can include: <ul style="list-style-type: none"> <li>○ FMLA, Bereavement, supplemental life insurance, relocation/travel assistance, employee discounts, employee assistance program, QJSA/QJSA-equivalent benefit, QPSA/QPSA-equivalent benefit, cash balance plans, hardship distribution option, rollover distribution option</li> </ul> </li> </ul>	<b>Full Credit:</b> 10 points  <b>Partial Credit:</b> 5 points (if soft benefits are provided to all spouses but not domestic partners)
<b>2b. Family Formation Benefits</b> Businesses must have equivalency in spousal and domestic partner family formation benefits regardless of sex <ul style="list-style-type: none"> <li>• Equivalency must be provided if the following services are available: <ul style="list-style-type: none"> <li>○ Adoption Assistance</li> <li>○ Cryopreservation</li> <li>○ Infertility treatment coverage (non-in-vitro)</li> <li>○ Foster care assistance</li> <li>○ In-vitro fertilization</li> <li>○ Surrogacy benefits</li> <li>○ Paid family leave (non-FMLA)</li> </ul> </li> </ul>	<b>Full Credit:</b> 10 points  <b>Partial Credit:</b> 5 points (if lack of parity provided in either between spouses and partners OR between different and same-sex spouses)
<b>2c. Comprehensive Health Benefits</b> Businesses must have comprehensive health coverage for all employees (including transgender employees) without exclusion for medically necessary care <ul style="list-style-type: none"> <li>• Baseline coverage MUST include the following: <ul style="list-style-type: none"> <li>○ Mental health benefits</li> <li>○ Pharmaceutical coverage (e.g. hormone replacement therapies)</li> <li>○ Coverage for medical visits or laboratory services</li> <li>○ Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures)</li> <li>○ Short-term medical leave</li> </ul> </li> </ul>	<b>Full Credit:</b> 25 points  <b>Partial Credit:</b> 10 points (if broad exclusions for transgender benefits are not removed from all non-inclusive health plans)
<b>2d. Comprehensive Health Benefits Guide</b> Businesses must provide a comprehensive health benefits guide for its employees that includes coverage pertinent to the LGBTQ+ community	<b>Full Credit:</b> 5 points  <b>No partial credit offered</b>

Criteria 3. Supporting an Inclusive Culture	25 Points Total
<p><b>3a. Workforce Training and Accountability</b></p> <p>Businesses must demonstrate a sustained and accountable commitment to diversity and cultural competency by implementing <b>at least one</b> of the following training or development elements that incorporate LGBTQ+ topics:</p> <ul style="list-style-type: none"> <li>• New Hire Training (outlines non-discrimination policy, including protected characteristics and practical examples)</li> <li>• Manager Training (outlines non-discrimination policy, including protected characteristics and practical examples)</li> <li>• Ongoing/Broader Professional Dev/Training (incorporates diversity-related topics into broader professional development or leadership training)</li> <li>• Comprehensive Training Approach (integrates broader diversity and inclusion concepts into professional development or educational programs)</li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 5 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>
<p><b>3b. Workforce Data Collection</b></p> <p>Businesses must implement <b>at least one</b> of the following data collection efforts</p> <ul style="list-style-type: none"> <li>• Anonymous employee engagement or climate surveys where employees can voluntarily disclose their demographic information also include the optional questions to capture sexual orientation and gender identity.</li> <li>• Data collection forms that include employee race, ethnicity, gender, military and disability status — typically recorded as part of employee records — include optional questions to capture sexual orientation and gender identity.</li> <li>• Board (or other governing body) member forms that capture demographic data collection also include optional questions to capture sexual orientation and gender identity.</li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 5 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>
<p><b>3c. Inclusion Best Practices</b></p> <p>Businesses <b>must have both</b> of the following inclusive best practices:</p> <ul style="list-style-type: none"> <li>• Gender transition guidelines with supportive restroom, dress code, documentation information and practical guidance on navigating an employee’s transition.</li> <li>• Implementation of the at least one (1) of the following policies or practices <ul style="list-style-type: none"> <li>○ Inclusive restroom/facilities policy</li> <li>○ Gender-neutral dress code</li> <li>○ Communication or guidance around optional sharing of gender pronouns</li> </ul> </li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 5 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>
<p><b>3d. Employee Group –OR– Diversity Council</b></p> <p>Businesses <b>must have either</b> of the following:</p> <ul style="list-style-type: none"> <li>• LGBTQ+ Employee Resource Group accessible to all employees</li> <li>• Diversity Council that includes LGBTQ+ topics</li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 10 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>

<b>Criteria 4. Outreach and Engagement</b>	<b>20 Points Total</b>
<p><b>4a. Outreach and Engagement</b></p> <p>Businesses must demonstrate LGBTQ+ engagement that extends across the firm by implementing <b>at least one</b> of the following outreach or engagement initiatives:</p> <ul style="list-style-type: none"> <li>• Employee recruitment efforts that reach LGBTQ+ applicants</li> <li>• Supplier diversity programs that include certified LGBTQ+ suppliers</li> <li>• Marketing or advertising that reflects or reaches LGBTQ+ communities</li> <li>• Philanthropic support for at least one LGBTQ+ organization or event (e.g.: financial, in kind or pro bono support)</li> <li>• Products and services that are inclusive of LGBTQ+ people</li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 15 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>
<p><b>4b. External Partnerships &amp; Business Practices</b></p> <p>Businesses <b>must have both</b> of the following:</p> <ul style="list-style-type: none"> <li>• Inclusive contractor/supplier non-discrimination standards (if non-discrimination standards exist)</li> <li>• Inclusive Philanthropic Giving Guidelines prohibiting donations to non-religious organizations that have a written policy of discrimination against the LGBTQ+ community</li> </ul>	<p style="text-align: center;"><b>Full Credit:</b> 5 points</p> <p style="text-align: center;"><b>No partial credit offered</b></p>

<b>CEI 2026 Maximum Score</b>	<b>100</b>
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Businesses are rated on a scale from 0 to 100, with a certain number of points awarded for meeting each criterion. The HRC Foundation will continue to award partial credit to employers that have satisfied a portion of certain criterion.