

Avon

Stance on LGBTQ+

<https://www.avonworldwide.com/careers/life-at-avon>

On their page, Avon has a DEI statement with an emphasis on LGBTQ+:

We're proud to be inclusive and open to all. We welcome everyone into our Avon global community, regardless of gender, sexual orientation or gender identity. *'It is imperative that that the freedom and human rights of the LGBTQIA+ community are respected all over the world. Not just by law, but also by banning all forms of phobia against the LGBTQIA+ community. At Avon we stand for diversity, equity and inclusion and for everyone being able to bring their whole self to work and to society more broadly.'* **Kristof Neiryck - Vice President: Global Brand Category & Marketing Operations**

<https://www.avonworldwide.com/supporting-women/beauty-democracy>

The website states:

“We pledge to ensure that we represent and respect the diversity of experience and the nuances and complexities of issues associated with sex, gender and sexual orientation in our communications.”

<https://www.avon.com/blog/empowerment/223/How-Avon-Supports-Diversity-&-Inclusivity-with-LGBTQIA+>

On their US site, Avon.com wrote a blog post in support of “Pride Month” and how they empower LGBTQ+ people:

- ◆ “Other important LGBTQIA+ dates to remember:
March 31st is International Transgender Day of Visibility -this day is dedicated to celebrating transgender peoples' contribution to the world and raising awareness of discrimination facing transgender people worldwide.”
- ◆ “Inclusion of all gender identities and sexual orientations through influencer partnerships on our social media account. Avon covers same-sex/opposite-sex dependents for Medical and Dental benefits. Dependent Care FSA (flexible spending account) matching, including for use in childcare or elder care expenses.
4 weeks Parental Bonding Leave for all families to bond with newly born,

newly adopted or permanently placed child.
Adoption Assistance up to \$10,000 toward the cost of adopting child.
Employee Assistance Program for professional and confidential help 24 hours a day, seven days a week for things like family, parenting, emotional, additional, relationship and stress/anxiety.
Back up child and elder care plus additional tools and resources to support families. Some of the resources include webinars on various topics such as tutoring, teaching kids about diversity, equity and inclusion, helping kids through tragic events, how to talk your kids about gender identity and inclusion and more.”

<https://us.fashionnetwork.com/news/Avon-fights-for-lgbti-rights-alongside-the-united-nations,1034861.html>

This article from Fashion Network discusses Avon’s fight for the UN to enact anti-discrimination laws in business for LGBTQ+ people. The article also notes:

The beauty giant has a longstanding history of advocating LGBTI rights, and has worked across the world with figures including the Brazilian pop star and drag queen Pablio Vittar, the singer and transsexual activist Candy Mel and the beauty influencer and transgender activist Victoria Volkova.

<https://news.abs-cbn.com/life/06/01/23/avon-to-hold-queer-focused-fashion-show>

In June 2023, Avon Philippines held a “Queer-Focused” fashion show.

<https://fb.watch/mgRUPJwDfq/>

Avon heavily promotes the Trans/LGBTQ lifestyle, and many similar posts to this can be found on their social media.

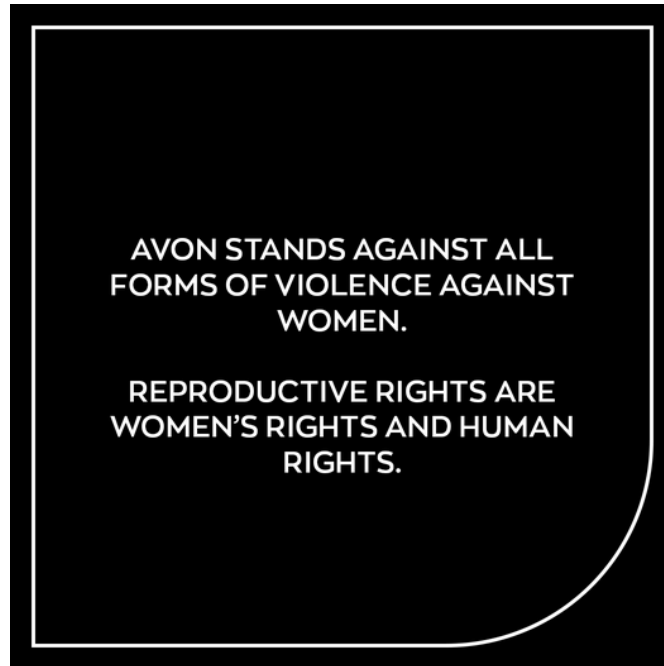
Stance on Contraception and Abortion

<https://www.avonworldwide.com/news/16-days-activism-embrace-the-change>

In an article from November 2018, Avon writes about women and sexual and gender abuse using various stats from women across the world. One of the stats they list as a concern says: “Only 79% of Filipino women think it is acceptable to use contraception.”

<https://www.facebook.com/avonworldwide/photos/a.247356905350919/5148845291868698/>

Following the overturn of *Roe v. Wade* on June 24, 2023, Avon copied a statement from the UN and echoed their support for abortion.



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