

Southwest Airlines Is Honored as a Best Place to Work for LGBT Equality
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DALLAS, Dec. 5, 2016 /PRNewswire/ -- [Southwest Airlines Co.](#) (NYSE: LUV) announced today it has been recognized as a "Best Place to Work for LGBT Equality" after receiving a rating of 100 from the Human Rights Campaign (HRC) Foundation on the 2017 Corporate Equality Index (CEI). This is Southwest's second consecutive year with a rating of 100.

"Southwest Airlines is proud to be named as a Best Place to Work for LGBT Equality for the second year in a row," said Ellen Torbert, Vice President Diversity and Inclusion at Southwest Airlines. "We are dedicated to continuing to provide our LGBT Employees—and all of our Employees—with a great work environment where they can not only be themselves; they are celebrated for being themselves."

This recognition reflects Southwest's continuous efforts to put Employees first, offer great benefits, and positively impact the communities the airline serves. Southwest Airlines has been a longtime supporter of the LGBT community and is proud of the continued community relationships it has with organizations that are working hard to make a positive difference in the lives of the LGBT community.

The 2017 CEI rated 1,043 businesses in the report, which evaluates LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community.

For more information on the 2017 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

ABOUT HRC

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

ABOUT SOUTHWEST AIRLINES CO.

In its 46th year of service, Dallas-based [Southwest Airlines](#) (NYSE: LUV) continues to differentiate itself from other air carriers with exemplary Customer Service delivered by more than 53,000 Employees to more than 100 million Customers annually. Southwest operates more than 3,900 departures a day during peak travel season across a network of 99 destinations in the United States and eight additional countries with additional Cuba service to Havana, Cuba, beginning Dec. 12, 2016, and Santa Clara beginning Dec. 15, 2016.

Based on the U.S. Department of Transportation's most recent data, Southwest Airlines is the nation's largest carrier in terms of originating domestic passengers boarded. The Company operates the largest fleet of Boeing aircraft in the world, the majority of which are equipped with satellite-based WiFi providing gate-to-gate connectivity. That connectivity enables Customers to use their personal devices to view video on-demand movies and television shows, as well as nearly 20 channels of free, live TV compliments of our valued Partners. Southwest created [Transfarency®](#), a philosophy which treats Customers honestly and fairly, and in which low fares actually stay low. Southwest is the only major U.S. airline to offer bags fly free® to everyone (first and second checked pieces of luggage, size and weight limits apply, some airlines may allow free checked bags on select routes or for qualified circumstances), and there are no change fees, though fare differences might apply. The airline proudly unveiled a bold new look: *Heart*. A new logo, aircraft livery, interior design featuring a new seat and Flight Attendant galley, Employee-designed uniforms, and an updated airport experience all showcase the dedication of Southwest Employees who connect Customers with what's important in their lives.

From its first flights on June 18, 1971, Southwest Airlines launched an era of unprecedented affordability in air travel described by the U.S. Department of Transportation as "The Southwest Effect," a lowering of fares and increase in passenger traffic whenever the carrier enters new markets. With 43 consecutive years of profitability, Southwest is one of the most honored airlines in the world, known for a triple bottom line approach that contributes to the carrier's performance and productivity, the importance of its People and the communities they serve, and an overall commitment to efficiency and the planet. The 2015 Southwest

Airlines One Report™ can be found at SouthwestOneReport.com.

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