

Southwest Airlines Achieves Perfect Score On 2016 Human Rights Campaign Corporate Equality Index

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DALLAS, Nov. 20, 2015 /PRNewswire/ -- [Southwest Airlines](#)® (NYSE: LUV) announced today that it has received a rating of 100 from the Human Rights Campaign Foundation on the 2016 Corporate Equality Index, which earns us the distinction of being a "Best Place to Work for LGBT Equality". The Corporate Equality Index (CEI) is a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign Foundation.

"We are proud to be recognized as a company dedicated to being a top place to work for our LGBT Employees," said Ellen Torbert, Vice President Diversity & Inclusion at Southwest Airlines. "We're committed to hiring and retaining diverse talent and we believe that one of the best ways to do that is to ensure Southwest Airlines offers industry-leading pay and best-in-class benefits to our Employees and continues to create an environment where all of our Employees feel valued and appreciated."

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 2016 CEI rated 1,027 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. Southwest's efforts in satisfying all of the CEI's criteria results in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality.

For more information on the 2016 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

ABOUT HRC

The Human Rights Campaign is America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all.

ABOUT SOUTHWEST AIRLINES CO.

In its 45th 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 48,000 Employees to more than 100 million Customers annually. Southwest operates more than 3,600 flights a day, serving 97 destinations across the United States and seven additional countries.

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 access streaming music provided by Apple Music or 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 [Transfparency](#)SM, 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. In 2014, the airline proudly unveiled a bold new look: *Heart*. The new aircraft livery, airport experience, and logo, showcase the dedication of Southwest Employees to 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 42 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 2014 Southwest Airlines One Report™ can be found at SouthwestOneReport.com.

Book Southwest Airlines' low fares online at Southwest.com or by phone at 800-I-FLY-SWA.

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