

**DARDEN RESTAURANTS, INC.  
POLICY STATEMENT**

Subject: **NON-DISCRIMINATION AND NON-HARASSMENT**

Number **RP-23**  
Effective 2/1/2000  
Revised 7/18/2018

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**SCOPE**

This policy applies to all team members who work for Darden or one of its brands collectively referred to as “the Company”. All team members, no matter their title, must abide by this policy.

**NON-DISCRIMINATION POLICY**

The Company is deeply committed to providing an environment that is free of inappropriate conduct for our employees as well as our guests. The Company believes that discrimination, harassment, and retaliation in any form constitute misconduct and violates our Core Value of Respect and Caring. Therefore, the Company strictly prohibits this type of behavior. This prohibition includes inappropriate conduct based on sex, gender, race, color, religion, religious creed, age, national origin, ancestry, physical disability, mental disability, medical condition, pregnancy, genetic information, marital status, sexual orientation, gender identity, gender expression, military and veteran status, crime victim status, or any other protected category. Discrimination in the workplace violates not only this policy and our Core Values, but also the law.

**Prohibited Conduct of Supervisors and Managers**

The Company is committed to employing individuals regardless of membership in any protected category. As a supervisor or manager with influence over the hiring process and the conditions of employment for your employees, you are strictly prohibited from engaging in any form of discrimination in recruiting, hiring, promotion, terms and conditions of employment, discipline, and termination of employees on the basis of any protected category.

For example, no supervisor or manager shall:

- Make, or permit acquiescence in, submission to, or rejection of, discrimination to be the basis or any part of the basis for an employment decision affecting any other person, except to take disciplinary actions under this policy;
- Permit discrimination to have the purpose or effect, from the perspective of a reasonable person, of substantially interfering with any other person’s work performance or of creating an intimidating, hostile, or offensive work environment;
- Take or fail to take a personnel action as reprisal against any other person for rejecting or reporting any discrimination hereunder; and/or
- Grant, recommend, or refuse to take any personnel action in favor of any person because of any relationship with such person.

## **SEXUAL AND OTHER HARASSMENT POLICY**

Harassment based on race, color, sex, gender, religion, religious creed, age, national origin, physical disability, mental disability, medical condition, genetic information, marital status, sexual orientation, gender identity, gender expression, military and veteran status, or any other protected category is also discrimination. Such conduct, by employees, guests, or vendors, which creates an abusive or hostile working environment is also prohibited by the Company. Respect and caring is one of our Core Values, and harassment simply has no place here.

Sexual harassment is misconduct that deprives employees of a workplace free from unwanted and unwelcome sexual overtones. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, or other verbal or physical contact of a sexual nature. Such conduct can create an offensive, hostile and intimidating working environment, and prevents individuals from effectively performing the duties of their position.

Examples of conduct that may create a hostile working environment if based on a protected category also include:

- Inappropriate touching.
- Verbal acts such as derogatory comments, name-calling or continual taunting based on a protected group.
- Conduct that is physically threatening, harmful or humiliating.
- Taking advantage of employees with physical or mental disabilities, such as encouraging inappropriate behavior.
- Jokes, drawings, photographs, etc., that are offensive to the reasonable person in a protected group.

Sometimes an action that is not intended to be discriminatory or harassing can nevertheless be viewed or perceived by the other person, employee or guest in a different way and thereby becomes a problem. The best rule of conduct is simple: treat everyone the same way you expect and want to be treated.

### **Prohibited Conduct of Supervisors and Managers**

As a supervisor or manager, you are responsible for influencing and taking Company personnel actions and accordingly, you must not engage in gender-based employment discrimination in the form of sexual harassment, or harassment on the basis of any other protected category.

For example, no supervisor or manager shall:

- Make, or permit acquiescence in, submission to, or rejection of, harassment to be the basis or any part of the basis for an employment decision affecting any other person, except to take disciplinary actions under this policy;
- Permit harassment to have the purpose or effect, from the perspective of a reasonable person, of substantially interfering with any other person's work performance or of creating an intimidating, hostile, or offensive work environment;
- Take or fail to take a personnel action as reprisal against any other person for rejecting or reporting any harassment hereunder; and/or

- Grant, recommend, or refuse to take any personnel action in favor of any person because of any sexual relationship with such person.

## **REPORTING DISCRIMINATION AND HARASSMENT**

If you believe that you have experienced or witnessed discrimination or harassment in violation of this policy, it is encouraged and expected that you report this conduct to your General Manager/Managing Partner, Director of Operations/Regional Manager, Senior Vice President/Regional Vice President, or Employee Relations; or to your Supervisor, your Department Leader or your Human Resources Business Partner if you work at the Restaurant Support Center. Employees also have the right to report concerns to government agencies, including to the Equal Employment Opportunity Commission (EEOC).

Additionally, if you are a supervisor or manager, you have an obligation to monitor your workplace to make sure it is free from discrimination and harassment and you must report any incidents of discrimination or harassment that you witness or are brought to your attention, or any conduct that you suspect may amount to discrimination or harassment, to one of the individuals listed above.

All reports of discrimination or harassment, and investigations of those reports, will be kept internally confidential to the extent possible, unless disclosure is required for investigation by law. Allegations will be investigated and resolved promptly. After the investigation process is complete, the results will be communicated to the affected department and to the reporting party that is consistent with employees' rights to confidentiality. Where reports are found to have merit, appropriate disciplinary action will be taken against the offender — up to and including termination of employment.

## **RETALIATION IS PROHIBITED**

No employee will be discharged, demoted, suspended, threatened, harassed, intimidated, coerced, or retaliated against in any manner as a result of his or her making a good faith complaint of suspected misconduct, or assisting in the handling or investigation of a good faith complaint. As a supervisor or manager, if you retaliate against any employee for making a good faith complaint about a violation of this policy, your own employment will be subject to termination. The Company prohibits employees from being retaliated against even if their complaints are proven unfounded by an investigation, unless the employee knowingly made a false allegation, provided false or misleading information in the course of an investigation, or otherwise acted in bad faith. Employees have an obligation to cooperate and participate in good faith in any internal investigation of retaliation.