



Policies Prohibiting Harassment, Discrimination, and Retaliation

BJ's Restaurants, Inc. is committed to providing a work environment that is free of unlawful discrimination, harassment, and retaliation based on any legally protected status or activity. The Company forbids any unwelcome conduct that is based on an individual's race, color, religion, sex, sexual orientation, gender identity or expression, marital status, age, national origin or ancestry, physical or mental disability (including AIDS and HIV), medical condition, genetic characteristics, pregnancy (including childbirth, breastfeeding or any related medical condition), protected military or veteran status, an individual's perceived membership in a protected status, or any other legally protected status of an individual or that individual's associates or relatives. The Company will not tolerate any form of discrimination, harassment, or retaliation that violates these policies.

These policies apply to all team members involved in the operation of the Company and prohibit harassment by any team member of the Company, including managers and hourly team members. In addition, these policies also extend to protect our team members from harassment by guests, vendors or others doing business with the Company and to protect our guests, vendors, and others doing business with the Company from harassment by our team members.

Prohibition of Sexual Harassment

Federal and state laws define sexual harassment as unwanted sexual advances, requests for sexual favors, or visual, verbal or physical conduct of a sexual nature when submission to such conduct is made a term or condition of employment, or rejection of such conduct is used as a basis for an employment decision affecting the individual, or such conduct has the purpose or effect of unreasonably interfering with a team member's work performance or creating an intimidating, hostile or offensive working environment.

The following is a partial list of sexually harassing behaviors:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Withholding employment benefits due to a refusal to participate in sexual activity.
- Making or threatening retaliation after a negative response to sexual advances.
- Sending or forwarding e-mail messages, text messages, tweets, etc. of a sexual or inappropriate nature.

- Posting content of a sexual or inappropriate nature on Company or team members' social media websites.
- Visual conduct of a harassing nature including but not limited to leering, making sexual gestures, displaying sexually suggestive objects or pictures, cartoons, posters, internet web pages or screen savers.
- Verbal conduct of a harassing nature including but not limited to making or using derogatory sexual comments, slurs, sexually explicit comments or jokes, and inappropriate comments about a team member's body or dress.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, suggestive or obscene letters, notes, invitations or e-mail messages.
- Physical conduct of a sexual nature including touching, assaulting, impeding or blocking movements.
- Retaliation for reporting harassment or threatening to report harassment.

It is unlawful for males to sexually harass females or other males and for females to sexually harass males or other females. Harassment is prohibited whether it involves co-worker harassment, harassment by a supervisor, or harassment by or against persons doing business with or for the Company.

Prohibition of Other Harassment

Federal and state laws define harassment as unwelcome visual, verbal or physical conduct on the basis of an individual's race, color, religion, sexual orientation, gender identity or expression, marital status, age, national origin or ancestry, physical or mental disability (including AIDS or HIV), medical condition, genetic characteristics, pregnancy (including childbirth, breastfeeding or any related medical condition), protected veteran status, an individual's perceived membership in a protected status, or any other legally protected status where such conduct has the purpose or effect of unreasonably interfering with a team member's work performance or creating an intimidating, hostile or offensive working environment.

The following is a partial list of harassing behaviors:

- Sending or forwarding letters, notes, e-mail messages, text messages, tweets, social media posts, or other communication of a derogatory or inappropriate nature in reference to a protected class.
- Visual conduct of a harassing nature including but not limited to leering, making gestures, displaying objects or pictures, cartoons, posters, internet web pages or screen savers in reference to a protected class.

- Verbal conduct of a harassing nature including but not limited to making or using derogatory comments, slurs, slang, or jokes in reference to a protected class.
- Physical conduct including touching, assaulting, impeding or blocking movements in reference to a protected class.

Equal Employment Opportunity and Reasonable Accommodations

BJ's is firmly committed to the practice of equal opportunity employment and makes employment decisions based on merit. It is our policy to prohibit discrimination against anyone because of race, color, religion, sex, sexual orientation, gender identity or expression, marital status, age, national origin or ancestry, physical or mental disability (including AIDs and HIV), medical condition, genetic characteristics, pregnancy (including childbirth, breastfeeding, or any related medical condition), protected military or veteran status or any other legally protected status under federal, state, or local laws. All personnel decisions must be made without prejudice or discrimination on the basis of a protected category. This policy extends, but is not limited to, recruitment and employment, promotion, demotion, transfer, layoff, termination, rates of pay and other forms of compensation, education, and training.

In keeping with this policy, no program or activity administered by the Company shall exclude from participation, deny benefits to, or subject to discrimination any individual solely by reason of his or her disability or medical condition. Equal employment opportunity will be extended to qualified disabled persons in all aspects of the employment relationship, including recruitment, hiring, training, promotion, transfer, discipline, layoff, recall, and termination.

BJ's will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified disabled team member or applicant in compliance with state and federal disability discrimination laws. BJ's also will make reasonable accommodations with respect to requests related to religion or gender identity.

As part of its commitment to make reasonable accommodations, BJ's wishes to participate in a timely and good faith interactive process with any applicant or team member to determine what effective reasonable accommodations, if any, can be made in response to a request for accommodation. Applicants and team members are invited to identify reasonable accommodations that can be made to assist them in applying for and/or performing the essential functions of the position they seek or occupy. Team members should contact the Team Member Relations Department as soon as possible to request the opportunity to participate in a timely interactive process. By working together in good faith, BJ's and its team members will be in the best position to implement any reasonable accommodations that are appropriate and consistent with applicable law. Please direct any questions concerning this policy to the Team Member Relations Department.

Complaint Procedures

BJ's will take all reasonable steps to attempt to prevent harassment, discrimination and/or retaliation from occurring in the workplace.

Team members who believe they have been harassed, discriminated against, or retaliated against in violation of this policy or any applicable law, including by persons doing business with or for the Company, should immediately provide a written or verbal complaint to a manager, an Area Vice President or Director of Operations, or a Regional Vice President of BJ's.

Alternatively, team members may submit a written or verbal complaint to the:

- Team Member Relations Department at 7755 Center Ave., Suite 300, Huntington Beach, California 92647 or at (714) 500-2400 or
- Team Member Hotline at 1-877-510-0257 or www.bjsteammemberhotline.com at any time, day or night. Complaints can be made anonymously via the Team Member Hotline.

The Complaint should include:

- Details of the incident(s)
- Names of individuals involved
- Names of any witnesses or other persons with knowledge of the incident(s)

If harassment occurs on the job by someone not employed by the Company, these procedures should be followed as if the harasser were a team member of the Company. Every manager who learns of any team member's concern about harassment or discrimination, whether in a formal complaint, an informal complaint or by observation, must immediately report the issues raised to his or her own manager, the Director of Operations or Area Vice President, and/or to the Team Member Relations Department. Any manager who suspects that the report has not been acted upon must report the complaint to the Team Member Relations Department.

The complaint procedure provides for a timely, thorough and objective investigation of any complaint, appropriate disciplinary action against anyone found to have engaged in prohibited activity, and appropriate remedies to any victim of discrimination, harassment or retaliation. Everyone involved will be provided with due process, and a reasonable conclusion will be reached based on the evidence.

Prohibition of Retaliation

BJ's also prohibits retaliation against any team member by another team member or by the Company for utilizing the complaint procedure, for threatening to utilize the complaint procedure, and/or for filing, testifying, assisting or participating in any manner in any investigation, proceeding, or hearing conducted by a federal or state enforcement agency. BJ's also prohibits retaliation against any team member for exercising their rights under federal and state leave and disability accommodation laws. Team members who believe they have been retaliated against in any way by another team member or member of management must contact the Team Member Relations Department promptly.

Any report of retaliation will be investigated in the same manner as the original complaint. A participant in an investigation will not be protected from disciplinary action by the Company if

he/she, through the process, is found to have violated a Company policy or the law or to have engaged in inappropriate workplace conduct.

Responsive Action

All incidents of discrimination, harassment and retaliation that are reported will be investigated promptly and thoroughly in a manner that provides all parties appropriate due process and reaches reasonable conclusions based on the evidence collected. The Company will attempt to keep the investigation confidential and/or on a need-to-know basis to the extent possible.

Any team member of the Company, whether a co-worker or manager, who is found to have engaged in discrimination, harassment, or retaliation in violation of this policy is subject to disciplinary action up to and including immediate termination. Any team member who engages in harassment or retaliation should also be aware that they could be held personally liable for monetary damages in a case brought by an individual claiming harassment or retaliation against the accused harasser individually.

I acknowledge that I have read and understand the Policy Prohibiting Discrimination, Harassment and Retaliation. I understand that any violation of the policy may result in disciplinary action up to and including termination.

Team Member Name (please print)

Date

Team Member Signature

BJ's Location