



Demonstrations and Protest Activity

In response to demonstration and protest activity, we recommend reviewing the following guidelines with your management team:

Before

- Review civil unrest / demonstration guidelines with employees.
- Ensure restaurant door locks are functioning properly. Be prepared to secure lobby doors if anyone attempts to aggressively enter the restaurant and execute business disruption tactics.
- Ensure that “No Solicitation” signage is posted and enforced in accordance with local ordinances and laws.
- Contact security providers to discuss the need for additional law enforcement presence during time of demonstration.

During

- Management should quickly assess the scope of the situation and contact their restaurant leadership, as needed. If the safety and security of customers and employees are threatened, the manager should immediately call the police.
- When contacting police, be prepared to report the following:
 - Number of demonstrators
 - Which organization demonstrators are associated with (Example: MWA - Mobile Workers Association, Fight for \$15, etc.)
 - Are demonstrators blocking any access to the restaurant?
 - Are demonstrators interfering with business operations?
- Monitor activity from inside the restaurant and provide updates to restaurant leadership, as needed.
- Management/employees must not engage in any verbal or physical confrontations.

After

- You may collect any discarded leaflets or other materials after all demonstrators have left the property.
- Consider distributing coupons to customers.
- Debrief restaurant leadership on details regarding the protest and request assistance or further guidance if necessary.

Demonstrators may not...

- Disrupt business operations
- Block entrances or drive-thru
- Discuss agenda with working employees

