

## What is Consent? ... cont..

Here are some examples of consent related to workplace harassment:

1. **Verbal consent**: - A coworker asks, "May I give you a hug?" and you respond with a clear "Yes" or "No".
2. **Physical boundaries**: - A colleague respects your personal space and doesn't touch you without permission.
3. **Workplace relationships**: - Two coworkers engage in a romantic relationship, but both parties explicitly agree to keep the relationship consensual and professional.
4. **Communication**:- A manager asks an employee if they're comfortable with a particular task or project, and the employee agrees or declines.
5. **Boundary setting**:- An employee tells a coworker, "I'm not comfortable discussing my personal life at work," and the coworker respects that boundary.
6. **Ongoing consent**:- A colleague asks to borrow a pen and you agree, but later tell them, "Please ask next time," and they respect your revised boundary.
7. **Withdrawal of consent** - An employee initially agrees to work overtime but later says, "I'm not comfortable working extra hours this week," and their manager respects their decision.



Ensure A Respectful & Safe Workplace. In such case,  
Zero Tolerance means anything  
**Less than Zero**

**HR Vidyalaya - The POSH Specialist**

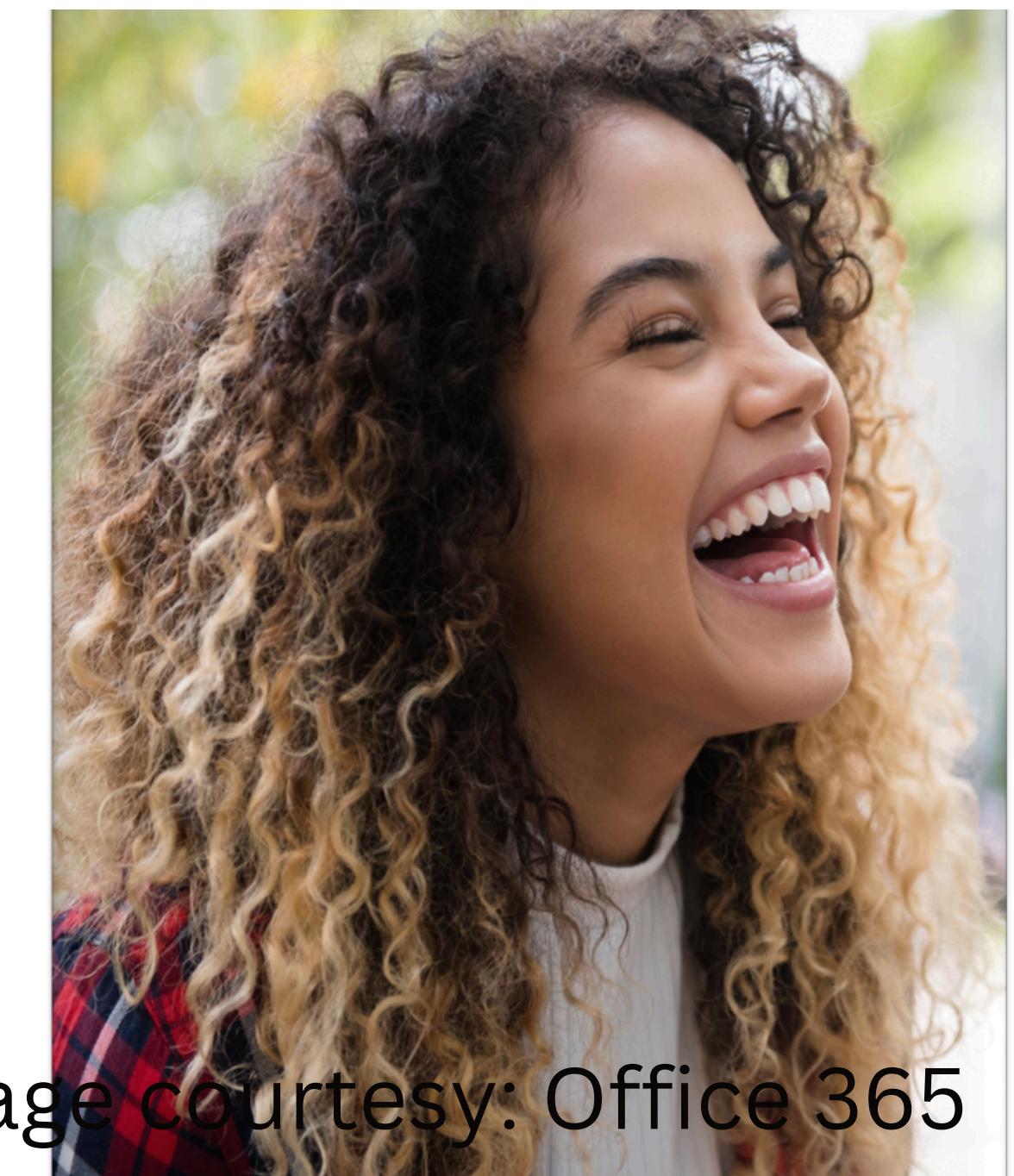


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