

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

In cases of workplace harassment, lack of consent can be a critical factor in determining:

- **Unwelcome behavior:** Unwanted advances or conduct that violates personal boundaries.
- **Hostile work environment:** Creating a toxic atmosphere through unwelcome behavior.
- **Quid pro quo harassment:** Conditioning employment benefits or opportunities on sexual favors.



**Consent is an ongoing process, and it's essential to prioritize open communication, respect, and clear boundaries in the workplace to prevent harassment and ensure a positive work environment.**

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

**Less than Zero**

**HR Vidyalaya - The POSH Specialist**

