

# Power Imbalance - Explained

**Power imbalance refers to situations where one person (like TL/Supervisor/Reporting Manager) has authority, influence, or control over another person, creating an uneven dynamic. In the context of power imbalance it can become sexual harassment when:**

- **Supervisor-subordinate relationships:** A manager or supervisor was attracted with a female team member, creating a power dynamic that can lead to coercion or favoritism.

**Example:** A department head asks a team member for a sexual favour, and the team member feels pressured to accept due to fear of impacting their job or career advancement.

- **Positional authority:** Someone uses their position to influence or control another person's career or work life.

**Example:** A senior employee offers to mentor a junior colleague, but only if they agree to go on dates or engage in romantic behavior.



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

**Less than Zero**

**HR Vidyalaya - The POSH Specialist**



Image courtesy: Office 365