

When Dating Becomes Sexual Harassment?

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4. **Quid pro quo:** A supervisor implies or explicitly offers job benefits or favors in exchange for sexual favors.
5. **Hostile work environment:** Dating behavior creates a workplace atmosphere that is intimidating, hostile, or uncomfortable for others.
6. **Retaliation:** One party retaliates against the other for ending the relationship or refusing advances.
7. **Lack of boundaries:** One party disregards the other's boundaries or ignores clear signals of discomfort.
8. **Coercion:** One party uses pressure, manipulation, or threats to control or influence the other's behavior.
9. **Unreciprocated behavior:** One party continues to express romantic or sexual interest despite clear signals of disinterest.

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

HR Vidyalaya - The POSH Specialist

