

# Power Imbalance - Explained

cont.....

- **Unequal pay or benefits or work assignments or any other opportunities: One person has control over the other's compensation, benefits, or work assignments.**

**Example: A manager offers a raise or promotion or extend benefits, in exchange for romantic favors. On the other hand manager may withhold work opportunities, impacting the other's career advancement.**

- **Retaliation: One person uses their power to retaliate against the other for ending the relationship or refusing advances.**

**Example: A manager gives a poor performance review or denies a promotion to an employee who ended their romantic relationship.**



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

**Less than Zero**

**HR Vidyalaya - The POSH Specialist**

