

# When Dating Becomes Sexual Harassment?

## Various Types of Datings:

1. **Consensual relationships MEANS :** Mutual, willing, and consensual relationships between colleagues.
  - a. **When Consent is withdrawn –** One party changes their mind, but the other continues to pursue or engage in unwanted behavior, then it becomes Sexual Harassment.
2. **Power imbalance relationships MEANS :** Relationships between supervisors and subordinates, which can create power dynamics and conflicts of interest.
  - a. **Power imbalance –** If A supervisor or superior uses their authority to coerce or manipulate a subordinate into a relationship, then it becomes Sexual Harassment.
3. **Unwelcome behavior:** During Dating, if One party engages in unwanted touching, flirting, or advances despite clear signals of disinterest, it becomes Sexual Harassment

.....to be continued.....

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

**Less than Zero**

**HR Vidyalaya - The POSH Specialist**

