

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 - a. When Consent is withdrawn – One party changes their mind, but the other continues to pursue or engage in unwanted behavior, then it becomes Sexual Harassment.**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



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