

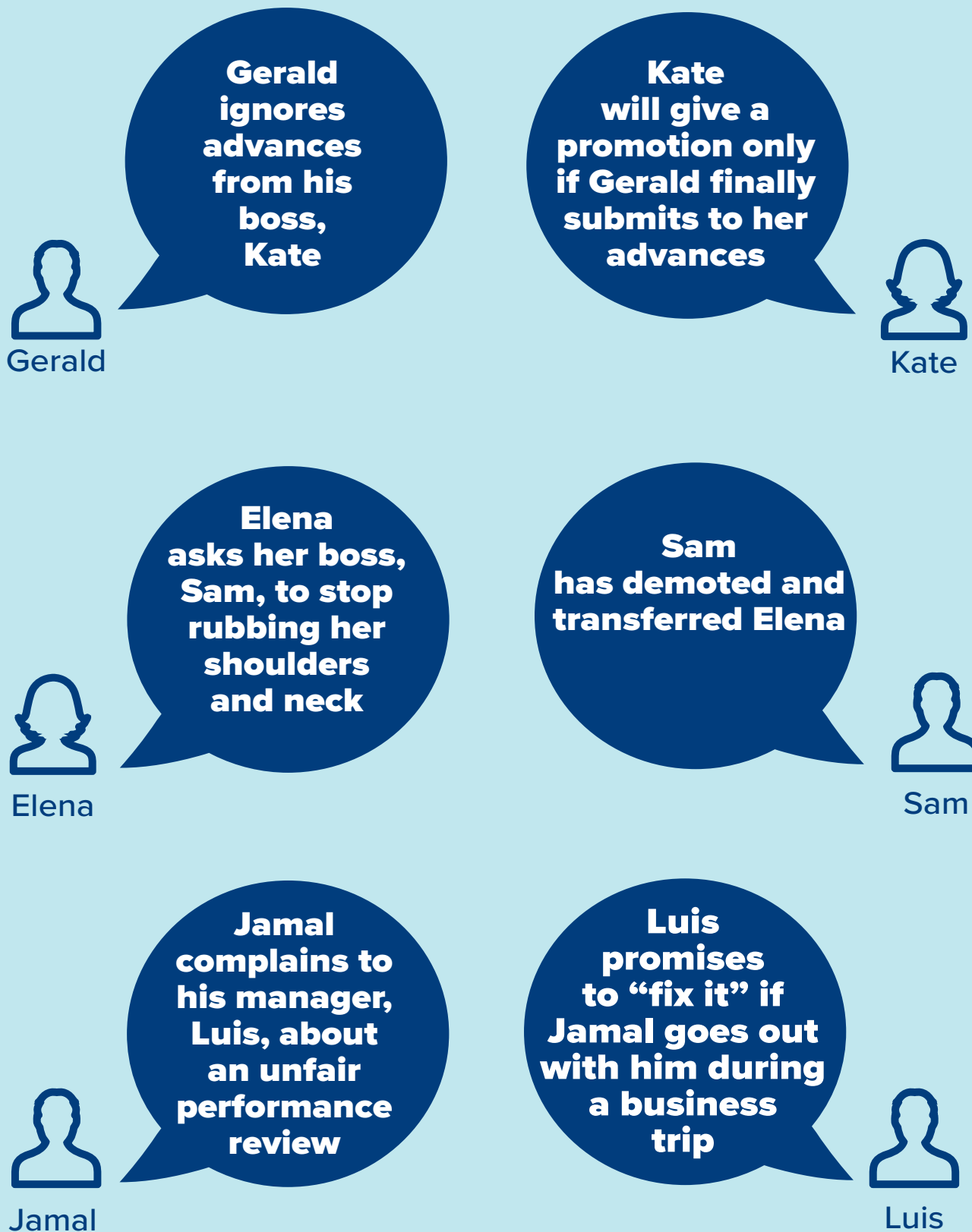
quid pro quo

Means an exchange:

Giving something to get something in return.

quid pro quo workplace harassment

Occurs when a person with *authority* makes an *unwelcome* sexual or romantic advance, with the suggestion that a tangible job action (e.g., a punishment or reward) depends on the employee's response.



These conditions must be met for a situation to be considered *quid pro quo* harassment:

- The alleged harasser is in a supervisory role, position of power, or gatekeeper to a job.
- The alleged harasser made an unwanted verbal, physical, or sexual overture.
- Job benefits, such as a job offer, a promotion, or a raise, are contingent on the favor.