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.