



Dignity at Work – Support Officers

Do you have concerns about harassment, bullying, discrimination or victimisation in the workplace? The Council's Dignity at Work Policy is committed to the elimination of any type of personal harassment or bullying at work.

We have a **new** network of trained volunteer Dignity at Work **Support Officers** comprising of employees from across the Services who can assist employees who believe they are suffering from harassment, bullying, or victimisation in the workplace.

If you have concerns about behaviour in the workplace which you find unacceptable or offensive, and / or which you consider to be harassment or bullying and would like to informally discuss your concerns, in confidence, please contact any of the named Dignity at Work Support Officers listed below regardless of the service in which you are employed.

Chief Executive's

Audrey Cameron (CameronAu@northlan.gov.uk) - 07793 598962

Mark Tobin (TobinM@northlan.gov.uk)

Melissa Fraser (FraserM2@northlan.gov.uk) – 07583114541

Adult Health & Social Care

Louise Swan (ReidLo@northlan.gov.uk)

Education & Families

Carol McShane (McShaneC@northlan.gov.uk) – 07939 284662

Ian Russell (RussellI@northlan.gov.uk) - 07976 946714

Allan Thomson (thomsona@northlan.gov.uk) – 07903 820400

A copy of the Dignity at Work Policy and Guidance Note can be found [here](#)

You may also discuss your concerns with a trade union representative or a member of the Employee Equality Forum.