



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 which service you work.

Enterprise & Communities

Audrey Cameron (CameronAu@northlan.gov.uk) - 01236 812851
Cameron Tonner (TonnerC@northlan.gov.uk) - 07342 986335

Health & Social Care

Agnes Coleman (ColemanA@northlan.gov.uk) – 07903 335395
Sheila Gallagher (GallagherS@northlan.gov.uk) – 01698 524935
Louise Swan (ReidLo@northlan.gov.uk) - 01698 332100

Chief Executives

Melissa Fraser (FraserM2@northlan.gov.uk) – 01236 622148
Mark Tobin (TobinM@northlan.gov.uk) – 7721672 (internal)

Education & Families

Carol McShane (McShaneC@northlan.gov.uk) – 07939 284662
Ian Russell (RussellI@northlan.gov.uk) - 07976 946714
Allan Thomson (athomson@nleducation.co.uk) – 07903 820400
Stephen O'Neill (so'neill@glenboig.n-lanark.sch.uk) – 07903 072923

A copy of the Dignity at Work Policy can be obtained from the Employee Relations Team or any of the above named Dignity at Work Support Officers. The Policy can also be accessed here. [*Add Link: Manager Guidance/Dignity at Work*](#)

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